THE
SURVEY
MIDMONTHLY
APRIL 15, 1929

Licensing Social Workers
By Frank J. Bruno & Harriet Eliel

A President's Memorial
By Glenn C. Quiett

I.R.I. for Short
Perspiration at Zero
Whither the Community Movement
The Spreading Family Tree of Social Work
Chicago's Jail for More than Custody
Campus Standards of Living
Cabbages and Kids

25 Cents a Copy

$5.00 a Year

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

For Social Workers

Nurses and All Who Are Interested in Community Health Programs

An attractive combination offer is now possible

THE SURVEY—twice-a-month (Graphic and Midmonthly).
The ideal magazine for social workers. The indispensable medium for information on social welfare and progress. Regularly $5.00 a year.

THE PUBLIC HEALTH NURSE—monthly.
The magazine for public health nurses and for workers in allied groups. The official publication of the National Organization for Public Health Nursing. Regularly $3.00 a year.

$5.50 for both

Whether or not you a lay or nurse member of the N.O.P.H.N. this bargain offer is for you, provided you are a new subscriber to either magazine.

This coupon entitles you to the big saving. Mail it today. Pay later if you wish, but enclose your check if possible and have it over with.

THE PUBLIC HEALTH NURSE, 370 Seventh Ave., New York

Enter me for a year of The Public Health Nurse and The Survey. I enlose $5.50 (or will send within 30 days after receipt of bill).

Name .....

Address .....

4-15-29

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912, of The SURVEY, published semi-monthly at New York, N. Y., for April 1, 1929.

State of New York, } ss.
County of New York, }

Before me, a Commissioner of Deeds, in and for the State and county aforesaid, personally appeared John D. Kenderdine, who, having been duly sworn, according to law, deposes and says that he is the business manager of the SURVEY, and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication, for the date shown in the above caption, required by the Act of August 24, 1912, embodied in section 411, Postal Laws and Regulations, printed on the reverse side of this form, to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business manager are: Publisher, Survey Associates, Inc., 112 East 19 Street, New York City; Editor, Paul U. Kellogg, 112 East 19 Street, New York City; Managing Editor, Arthur Kellogg, 112 East 19 Street, New York City; Business Manager, John D. Kenderdine, 112 East 19 Street, New York City.

2. That the owner is: (if owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding one per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a firm, company, or other unincorporated concern, its name and address, as well as those of each individual member, must be given.) Survey Associates, Inc., 112 East 19 Street, New York City, a non-commercial corporation under the laws of the State of New York with over 1,800 members. It has no stocks or bonds. President, Robert W. deForest, 30 Broad Street, New York, N. Y.; Vice-Presidents, Julian W. Mack, 1224 Woolworth Building, New York, N. Y.; V. Everit Macy, "Chilmark," Scarborough-on-Hudson, N. Y.; Robert Hallowell, 112 East 19 Street, New York, N. Y.; Secretary, John Palmer Gavit, 112 East 19 Street, New York, N. Y.; Treasurer, Arthur Kellogg, 112 East 19 Street, New York, N. Y.

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association, or corporation has any interest direct or indirect in the said stock, bonds, or other securities than as so stated by him.

[Signed] JOHN D. KENDERDINE, Business Manager.

Sworn to and subscribed before me this 19th day of March, 1929.

[Seal] MARTHA HOHMANN, Commissioner of Deeds, City of New York. New York Co. Clerk's No. 156. New York Co. Register's No. 55-O. My Commission expires May 15, 1930.

Analytic Index to This Number

April 15, 1929

Child Welfare:
Pages 105, 114, 119, 123, 124, 132

Family Welfare:
Pages 105, 107, 117, 130, 140

The Law and Law Breakers:
Page 125

The Promotion of Health:
Pages 105, 107, 111, 113, 114, 116

The Conquest of Disease:
Pages 105, 111, 113, 114

Town Planning:
Pages 125, 130, 131, 133

School and Community:
Pages 117-131

Education Outside the School:
Pages 107, 131, 132

Industrial Conditions:
Pages 107, 136-8, 140

Industrial Relations:
Pages 136-7

Motives and Ideals:
Pages 101, 102, 105, 107, 130, 131, 132, 157

SURVEY ASSOCIATES, INC.

112 East 19 Street, New York

PUBLISHERS

THE SURVEY—Twice-a-month—$5.00 a year
SURVEY GRAPHIC—Monthly—$3.00 a year

ROBERT W. DEFOREST, *President*
JULIAN W. MACK, V. EVERIT MACY, ROBERT HALLOWELL
Vice-Presidents
JOHN PALMER GAVIT, *Secretary*
ARTHUR KELLOGG, *Treasurer*

PAUL U. KELLOGG, *Editor*
ARTHUR KELLOGG, *Managing Editor*
Associate Editors

HAVEN EMERSON, M. D. — ROBERT W. BRUÈRE
MARY ROSS — BEULAH AMIDON
LEON WHIPPLE — JOHN PALMER GAVIT
JOHN D. KENDERDINE — LOULA D. LASKER
HALLE SCHAFFNER — FLORENCE LOEB KELLOGG

Contributing Editors

EDWARD T. DEVINE — GRAHAM TAYLOR
JANE ADDAMS — FLORENCE KELLEY
JOSEPH K. HART

JOHN D. KENDERDINE, *Business Manager*
MARY R. ANDERSON, *Advertising Manager*
MOLLIE CONDON, *Extension Manager*

THE SURVEY, *published semi-monthly and copyright* 1929 *by* SURVEY ASSOCIATES, INC., 112 *East* 19*th Street, New York, N. Y. Price: this issue (April* 15, 1929, *Vol. LXII, No.* 2) 25 *cts.,* $5 *a year, foreign postage,* $1 *extra; Canadian* 60 *cts. Changes of address should be mailed to us two weeks in advance. When payment is by check a receipt will be sent only upon request. Entered as second-class matter, March* 25, 1909, *at the post office, New York, N. Y., under the Act of March* 3, 1879. *Acceptance for mailing at a special rate of postage provided for in Section* 1103, *Act of October* 3, 1917, *authorized June* 26, 1918. *President, Robert W. DeForest. Secretary, John Palmer Gavit. Treasurer, Arthur Kellogg.*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

THE SURVEY

Midmonthly Number

Vol. LXII, No. 2 April 15, 1929

CONTENTS

FRONTISPIECE - *Woodcut by Leo J. Meissner* 100

LICENSING SOCIAL WORKERS - - - - - - - - - - - - - - *Frank J. Bruno* 101

HOW CALIFORNIA WENT ABOUT IT - - - - - - - - - - - - - - *Harriet Eliel* 102

A PRESIDENT DESIGNATES HIS MEMORIAL - - - - *Glenn C. Quiett* 105

THE COMMON WELFARE - - - - - - - - 107

HEALTH - - - - - - - - - - - - - - - 111
The Unwarranted Stigma of Leprosy, *Jay F. Schamberg*—Nurse Emma, *Mary Beard*—Cabbages and Kids

EDUCATION - - - - - - - - - - - - - 117
Campus Standards of Living, *Jessica B. Peixotto*—A Way Out for Misfits, *Emily T. Burr*—Nursery Schools, *Anne Roller*

SOCIAL PRACTICE - - - - - - - - - - 123
Perspiration at Zero, *Isabelle Denison Rosenstiel*—After-Care in Children's Institutions, *Leonard W. Mayo*—A Jail for More Than Custody, *Frank D. Loomis*

COMMUNITIES - - - - - - - - - - - - 130
Whither the Community Movement? *Jesse F. Steiner*—Books That Travel, *Dorothy Rowden*—Rural Home Talent Tournaments, *D. E. Lindstrom*—Congress and Conservation, *Robert Sterling Yard*—Must We Have Slums? *Harold S. Buttenheim*

INDUSTRY - - - - - - - - - - - - - - 136
I.R.I. for Short, *Paul U. Kellogg*—Women Who Work, *Cornelia Bryce Pinchot*—Southern Mill Hills, *Mercer G. Evans*

BOOKS IN OUR ALCOVE - - - - - - - - 142

THE SOCIAL WORK SHOP - - - - - - - 147
Starting from Scratch, *Elwood Street*—Salaries, *David Dressler, John Hall*—Gossip

All issues of The Survey are indexed in the Readers' Guide to Periodical Literature, to be found in most public and college libraries.

The Gist of It

FITTINGLY it is FRANK J. BRUNO, president of the American Association of Social Workers and head of the department of social work at Washington University, St. Louis, who discusses on page 101 the implications of California's effort to register professional social workers. For Survey readers it is not necessary to add that Professor Bruno knows social work from the viewpoint of the case-working agency and the worker as well as through his present connections.

HARRIET ELIEL (Mrs. Paul Eliel), who tells on page 102 the story of the framing of the social worker registration bill and the criticisms it endeavors to meet, is chairman of the committee of the California League of Women Voters which worked on the bill jointly with a committee of the California Conference of Social Work, the latter headed by Jessica B. Peixotto.

THE unique and far-seeing memorial created for ex-President Coolidge in the organization of the Coolidge Fund for the Deaf is described on page 105 by GLENN C. QUIETT, a former member of the Survey staff, now associated with Tamblyn and Brown in New York.

WHY we have treated lepers with unnecessary cruelty is told on page 111 by JAY F. SCHAMBERG, M.D., professor of dermatology at the School of Medicine of the University of Pennsylvania and director of the Dermatological Research Institute in Philadelphia.

THE name and work of MARY BEARD, R.N., are known to nurses the country over. The story of Nurse Emma on page 113 is taken from her forthcoming book, The Nurse in Public Health, in Harper's Public Health Series.

PROFESSOR of Social Economics at the University of California, JESSICA B. PEIXOTTO (page 117), has made important contributions to our information and our thought about modern standards of living, notably in Getting and Spending at the Professional Standard of Living (Macmillan, 1927).

EMILY T. BURR is a psychologist on the staff of the Vocational Adjustment Bureau, some of the educational work of which she describes on page 118.

ANNE ROLLER, of The Survey staff, attended the recent meetings of the Department of Superintendence of the N.E.A. in Cleveland. Page 120.

HOW a foster home can help a child to surmount even the handicap of race is told in an unusual and true story on page 123 by ISABELLE DENISON ROSENSTIEL, a member of the staff of the county agencies department of the New York State Charities Aid Association.

ON page 124 LEONARD W. MAYO, dean of the National Training School for Institution Executives and Other Workers at the Children's Village, Dobbs Ferry, New York, tells why after-care is of primary importance to a children's institution.

SOME 25,000 visitors went to see Cook County's new jail and criminal courts building on the public inspection days before its official opening on April 1. The unique story of its plan and history is told on page 125 by FRANK D. LOOMIS, secretary of the Chicago Community Trust and chairman of the committee on arrangements for inspection.

ROBERT STERLING YARD, who tells of the accomplishments — and otherwise — of the seventieth Congress in the field of conservation (page 133), is executive secretary of the National Parks Association, with headquarters in Washington.

JESSE F. STEINER, professor of sociology at Tulane University, is president of the National Community Center Association. His article charting a future course for the community movement (page 130) is based on an address given at the recent annual meeting of the National Community Center Association.

DOROTHY ROWDEN is a member of the staff of the American Library Association. Page 131.

D. E. LINDSTROM of the Department of Agricultural Economics, College of Agriculture, of the University of Wisconsin was one of the directing geniuses of the state-wide home-talent tournament described on page 132.

HAROLD S. BUTTENHEIM, editor of The American City, is well known to Survey readers. Page 134.

PAUL U. KELLOGG, editor of The Survey, was one of the speakers at the Cambridge conference of the formidably named International Association for the Study and Improvement of Human Relations in Industry, the report of which he reviews, page 136.

CORNELIA BRYCE PINCHOT (Mrs. Gifford Pinchot) gave her reply to the critics of protective legislation for women workers at a luncheon of the Women's Trade Union League in Philadelphia, shortly before she and her husband set sail for the South Pacific. Page 138.

PROFESSOR MERCER G. EVANS is in the economics department at Emory University, Georgia, and has made a special study of industry in the "new South." Page 140.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

VIEW FROM THE DENTIST'S CHAIR
Woodcut by Leo J. Meissner

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

THE SURVEY
MIDMONTHLY

April 15
1929

Volume LXII
No. 2

Licensing Social Workers

By FRANK J. BRUNO

ONE of the good features of belonging to a nation with forty-eight states is that each one of them may make separate experiments and the rest of us can look on with more or less detachment, ready to imitate a good piece of work and to ignore a bad one, or to take what there is of value from an experiment and reform it into a new venture. The subject of licensing social workers through a state licensing board is one of these projects. It has been under discussion for a good many years with no one apparently ready to take the lead. This year California has acted. It is somewhat of a surprise that the proposal apparently has so little opposition as to warrant the prediction that the bill will probably pass. This may be due to the fact that it is a permissive law which, while it would not meet the needs of licensing in the final test, is probably an excellent way in which to undertake the first experiment.

On the other hand, one would like to raise the question of whether the bill ought not to indicate that, after a certain date, employes of the state in positions defined as requiring a social worker should be filled by registered social workers. The immediate value of a licensing project is the way in which it would insure a certain standard of public service in the social-work field. While there is a great variety of judgments in the private field with respect to the qualification of a person to fill a social-work position, the situation in the public field is just plain anarchy. Political debts, membership of the right party, and personal acquaintance exercise influence in this area which sooner or later must be corrected. When first-class appointments have been made, such as those in New York State and Massachusetts, it has been because of the personal knowledge of the appointing authority in what constitutes good social work and a good social worker, not because he was under any legal obligation or pressure from public opinion to appoint fit people.

The professional Association of Social Workers is interested in correcting this situation and has a national committee—of which Harry Lurie of Chicago is chairman—studying the subject. If the California law incorporated a provision by which at some time in the future public appointees to social-work positions would be required to possess the title, it would be a real experiment in this most difficult of all efforts to establish standards of capacity in the field of public social work.

The bill very wisely recommends that graduates of a school in the American Association of Schools of Professional Work shall by reason of such graduation become eligible for examination. It is at least fair to raise the question whether a more uniform standard would not be attained by requiring membership in the American Association of Social Workers which has been able to apply its standards uniformly, or relatively so, throughout the country, and is the interested body which has demonstrated its capacity to increase the standards as fast as the training facilities of the schools turn out workers who can meet the increased standards. Is it not also more nearly the function of a national association to establish the standards of professional requirements and performance than for the schools which train for social work? No one would doubt that there should be close cooperation between the two and that the point of view of the school should have full recognition in the establishment of such standards, but after all, the association represents the best thought of that section of those who are engaged in social work which has itself already established standards of performance on the job. It also would be more closely analogous to the licensing of other professional groups to have the professional association exercise at least an advisory function in the establishment of legal requirements.

THERE are certain problems involved in registration which this bill very interestingly handles. Probably the outstanding one is the relationship between licensing and practicing social work. Shall the project to license contemplate the exclusion of the non-licensed practitioner, as of course it does in all other professions except nursing, while even in that profession the registered nurse has assumed a professional status which is not granted to the non-registered nurse? The California plan avoids this question entirely by not requiring licensing for the practice of social work in any

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

field. It depends upon the prestige given to the holder of a license to secure the adoption of the standards which it sets throughout the whole field of social work. This may be a very wise provision. If the administration of the law is carefully conducted, and some defensible decision is made between those whom it licenses and those whom it refuses to license, the law may be the means by which those who practice in social work will ultimately reach the established standard or seek some other fields. On the other hand, if the licensing authorities do not succeed in establishing an accepted standard or if agencies employ non-licensed workers for any reason including the scarcity of licensed ones, we may merely succeed in separating ourselves into the sheep and the goats, each of whom, however, finds satisfactory and approximately similar pasturage. For the moment, there probably is no answer to this dilemma except to watch the experiment and be ready to make such adjustment in it as reveals the futility of a permissive act.

Another problem in licensing is of course associated with the examination, which in turn is connected with the personnel of the examining board. The California bill protects such an examining board as well, probably, as it can be protected in the first effort to license social workers. When the state director is sympathetic and understanding in the field of social work—which in turn means when California has a governor who makes his appointments as carefully as Governor Young has done—the method is reasonably certain to succeed. This leads to a suggestion which the committee which drew the bill may or may not have had in mind, but which would probably help to stabilize the matter of examination at least, even though it did not insure absolutely the maintenance of high standards: namely, that no one should be appointed on the examining board who was not himself a registered social worker. Again this, of course, could not be required at once, but it would be possible to set a date in the future at which such a provision should take effect. There is a great deal to be said against this sort of ingrowing determination or self-determination of standards, but apparently there is no escape from it in a professional body.

Another difficulty is the matter of definition. At the present time the definition of social work is left to the discretion of the examining board with the exception that the definition given in the law itself amounts to the inclusion of the social case worker but apparently the exclusion of the group worker, and of the person engaged in community organization, such as the executive of the community chest. This seems to me unfortunate, for while the margins between what is technically social work and what is kindly intent and kindly service are faint and sometimes impossible to define, I am inclined to think that the definition has been made too severe when it has included only the social case-work field. Of course a court would have to pass upon the working of the clause "similar recognized fields," as to whether it could be interpreted to mean other than case-work processees. To the layman, the law seems to exclude everything else even though it possesses that general covering clause.

Those who have served on the membership committee of the American Association of Social Workers have given eloquent testimony to the extraordinary difficulty of evaluating service, and it has been largely out of this insistence of that committee that the American Association of Social Workers created its committee on revision of membership requirements which, in turn, is recommending the elimination of experience as a requirement for membership, and substituting training. It is possible that a state examining body close to the personnel examined and able to evaluate that most subtle quality, personality, which the law recognizes, will be more successful than the membership of the American Association. However, its most unsatisfactory decisions will be made in that area of testing, and I am inclined to believe that it will, if it is at all continuous in personnel, recommend within measurable time the elimination of all from the tests of eligibility except the objectively determinable facts of training and perhaps an examination.

The social worker who goes to the National Conference at San Francisco this summer will certainly be interested in getting first-hand report of the progress of this new and interesting bill. The entire profession will look upon it closely and sympathetically. Something of this sort must be done, and there is no doubt in any one's mind at the present time that we have reached the place where enough objective data can be secured regarding projects in social work to justify a state in attempting to apply such tests to those who wish to practice within its commonwealth.

How California Went About It

By HARRIET ELIEL

THE passage of a bill to provide for the registration of social workers in California was undertaken by the League of Women Voters at the present session of the legislature, not only because of the insistent demand of certain of its own members that standards of county relief work be raised, but because the State Department of Social Welfare felt it necessary in order that its program might be effectively carried out. The State Conference of Social Work endorsed the principle of registration at its convention in May, 1928, and authorized the appointment of a committee to work with the league in drafting the bill.

Under California's present laws the State Department of Social Welfare sets standards for social-welfare work in the counties, supervises this work, carries on research and makes state-wide surveys upon which to build future programs. It has not, and should not have, the staff to do the detailed local relief. The success of its work in the counties is predicated on close cooperation between state and counties, not only because the development of social standards in a community is a local concern, but because under the state law the county board of supervisors shares with the state the responsibility for care of dependents. Under the watchful eye of the state, it is necessary for the supervisors to carry out the local end of outrelief welfare work, supervision of boarding-homes for children and aged, county hospitals, jails and detention homes.

Most of the counties lack facilities for doing this local end

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

ASSEMBLY BILL No. 203

INTRODUCED BY MR. FEIGENBAUM

January 14, 1929

REFERRED TO COMMITTEE ON SOCIAL SERVICE AND WELFARE

An act to promote the better education of social workers; to provide for and regulate the examination of social workers; to provide for the issuance of licenses as social workers to qualified applicants by the department of social welfare; to provide that the department of social welfare shall enforce the provisions hereof; to provide penalties for the violations of any of the provisions hereof.

The people of the State of California do enact as follows:

SECTION 1. The state department of social welfare is hereby authorized to issue certificates as registered social workers upon application and examination as hereinafter provided.

SECTION 2. The term "social worker," as used in this act, is hereby defined to mean and include any person who is now or has been or will be engaged in social work including those doing case work for any or all classes of social dependents or juvenile delinquents or in medical social work or in performing any one or more or all such functions in the foregoing or in similar recognized fields as may be decided by the state department of social welfare.

SECTION 3. Each applicant for examination for a certificate as registered social worker must be at least twenty-one years of age and must have a certificate of graduation from a school of social work approved by the American Association of Schools of Professional Social Work, or must be a social worker as defined in Sec. 2 of this act who has been engaged in social work for three years on salary and can present credentials as to character and experience. In order to secure a certificate each applicant who successfully passes the examination must pay a fee of $10 which shall be paid into the General State Fund. On or after January of each year each registered social worker shall renew his or her certificate and pay the required renewal fee of one dollar. Every certificate that is not renewed will expire on the first day of March of each year and may not be renewed except upon the payment of lapsed fee.

SECTION 4. Examinations as provided for in this act shall be held at least every six months and at such times and places as the board shall direct and according to the rules and regulations of the board. Public notice of each examination shall be given by publishing the same at least two weeks prior to the date for the examination in two or more newspapers of general circulation in the state.

SECTION 5. Examinations which shall be written or oral or both shall be conducted by a special committee of seven examiners to be appointed by the director of social welfare at least thirty days prior to the examination, under such rules and regulations as shall be prescribed by the board of social welfare. Such examiners shall be paid their necessary traveling expenses. Whenever an examination is conducted by such examiners, the examiners shall report upon the examinations of all applicants and render to the department within ten days thereafter a report of the same in such form as may be prescribed by the board. Upon the findings of the examination committee the board shall finally pass or reject all applicants and its action in each case shall be final and conclusive. The department shall issue to each successful applicant a certificate as registered social worker.

The examinations held during the two-year period following the going into effect of this act, shall be oral or written or both and shall be designed to test judgment, experience and personality, rather than technical knowledge; whenever a written examination is given it shall be based upon a prescribed list of reading.

SECTION 6. The social-welfare board shall have power to revoke any such certificate of registration for unprofessional conduct after a full and fair investigation and the hearing of written charges preferred against the accused, a copy of which charges together with written notice of the time and place of hearing shall be served upon the accused not less than ten days prior to the hearing.

SECTION 7. The department shall have power to appoint, prescribe the duties and fix the compensation of such clerks, technical assistants and other employes as may be necessary to enable it to carry out the provisions of this act.

SECTION 8. A person who has received a certificate issued under and pursuant to the provisions of this act shall be styled and known as Registered Social Worker and shall be entitled to place the initials R.S.W. after his or her name during such time as the certificate remains issued and outstanding and not revoked.

SECTION 9. It shall be unlawful for any person not holding an unrevoked certificate of registration issued under and pursuant to the provisions of this act to use the title Registered Social Worker or the letters R.S.W. in connection with or following his or her name or to impersonate in any manner or pretend to be a Registered Social Worker.

SECTION 10. All fees collected under this act shall be paid into the General State Fund. For initiating the work of the registration of social workers act there shall be appropriated to the credit of the state department of social welfare out of the General Fund a sum not to exceed $5,000.

SECTION 11. Any person who violates any of the provisions of this act shall be guilty of a misdemeanor.

of the work. Those few which have established welfare boards have at times appointed as executive an untrained social worker. This appointment very often tends to be political and consequently the work of relief is poorly done. The first step deemed necessary by the league and conference committee to overcome the present disadvantages of county relief work and to create a statewide standard of professional social work was the establishment of a registration and certification division in the State Department of Social Welfare—certification only to be granted after examination. It was realized that providing for registration of social workers would dignify the profession, raise the standards and tend to give prestige to the holder of the certificate, as has proven true in the field of nursing since the "registered nurse" certificate has been in effect.

A great deal of time was taken in working out the most satisfactory method of certification, the composition of the examining board, fees, renewals, whether there should be a retroactive provision or whether all social workers should be required to pass the examination, what classes of social-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

welfare workers should be included in the definition of "social worker," and whether the bill should be permissive or mandatory.

A number of suggestions were made by various social workers and groups to improve the first draft, the more important of which were: first, that the original definition of social worker was not broad enough; second, that the bill should blanket in certain groups of well-recognized workers; third, that provision should be made to take care of the social worker who was not professionally trained but who, nevertheless, was an indispensable and valuable worker and who would be afraid of a technical written examination; fourth, that the examining committee as constituted did not protect the social worker from the politics that so often are found in state governmental departments and did not assure examination by professional workers, as is the case with other professional groups, such as medicine, law, and nursing.

Of the various suggestions offered, only those relating to the definition of social worker were incorporated. The final draft now declares, for the purposes of the act, a social worker is one who has been or is now engaged in social case work either for those who are or may become social dependents or juvenile delinquents or who has done or is doing medical social work, or has or is performing work in similar recognized fields, such as group workers, community organizers and social research workers. The applicant for registration must have a certificate of graduation from a school of social work approved by the American Association of Schools of Professional Social Work or must have been engaged in social work for three years on salary and be able to present credentials as to character and experience. Among those who protested against the original draft were the industrial social workers, who felt that they should be included, while the recreational workers wrote to ask that the committee should not consider classifying them, as they wished to be counted as belonging to the educational group rather than to that of the social workers.

There was considerable disagreement among the social workers themselves over the blanketing in of certain groups. Two widely divergent points of view were expressed. One argued for the recognition of length of service, executive ability and experience in accredited agencies, while the other pleaded for the establishment of a real standard for professional social work and no retroactive provision. The committee itself felt that as long as the bill was permissive there was no necessity to blanket in any workers.

As a matter of political expediency to meet the opposition of certain groups of social workers, the following paragraph was inserted:

> The examinations held during the next two years shall be oral or written or both and shall be designed to test judgment, experience and personality, rather than technical knowledge; whenever a written examination is given it shall be based upon a prescribed list of reading.

There has developed among some of the highly trained professional workers a decided opposition to the adoption of this provision, so its final inclusion is still in doubt.

NO one problem so vexed the joint committee as the constitution of the examining committee. The absence of any real standards by which to measure the qualifications of social workers made the problem of an examining committee far more difficult than is the case with the better standardized professions, such as medicine, law, nursing and architecture. It was early decided that it would be necessary to have changing committees of examiners in order to examine successfully the applicants from the many varied fields of social work. For that reason a permanent board appointed by the governor, as in the professions, was not provided. The committee debated at length restrictions which would make the appointment of examiners politically foolproof and democratically acceptable to all classes of social workers, but were finally obliged to leave the matter in the hands of the director of the Department of Social Welfare.

Suggestions made by the committee itself and by social workers to the effect that the California Conference of Social Work should nominate a list of its members from which the selection should be made were declared unconstitutional. Not until the conference can become a public corporation similar to the state bar, through legislative act, could the legislature confer such powers upon it. This would involve the complete reorganization of the conference, and such ticklish problems to solve as the requirement that no one could be a social worker who was not a member of the conference, that only those known as professional social workers could be members of the conference, to say nothing of the question which would arise in the legislature itself over the constitutionality of making a part of the state government a body of persons whose work had in itself in many instances no relation to any governmental activity, and was not tinged with any public interest, such as the bar.

With a governor in sympathy with the measure and the standards it hopes to attain, and a director of the Department of Social Welfare who states she will select her examiners from the members of the conference, the committee felt it was wiser to introduce the bill at this session and have two years of wise administration while the problems of the conference were being mulled over and decided, than to wait for two years when a new election and perhaps the failure of the conference to solve the riddle might precipitate an indefinite postponement of this forward piece of legislation.

AS this issue of The Survey goes to the press there comes a telegram from Professor Jessica B. Peixotto, chairman of the committee of the California Conference of Social Work on this bill, declaring succinctly: "Registration of social workers bill has passed assembly with practically no changes." Since Governor Young is known to be in sympathy, there is every reason to believe that before the National Conference convenes in San Francisco, the bill will be a law. As the president of the American Association of Social Workers suggests on page 102, *this will give opportunity for varied experiments in the development of professional social work. Among these is the possibility that registration may open a way toward the private practice of social work, with appropriate fees, for people who can afford to pay for this professional service as they pay the doctor, the lawyer, or the nurse. The pages of The Survey are open to social workers or others who wish to discuss, pro or con, this or any of the other possibilities opened up by California's experiment.*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

A President Designates His Memorial

By GLENN C. QUIETT

WHEN Mrs. Calvin Coolidge presented a fund of two million dollars "for Clarke School and the Deaf," there ended the first step in building an enduring memorial to the thirtieth president of the United States. Columned marble porticoes and sculptured bronze may some day grace the memory of the name of Coolidge but the former president is assured that at least one part of his memorial will be utilitarian rather than esthetic—a fund which will carry forward for him through the years a necessary and practical project.

For the Coolidge Fund is only begun. The first unit is fully completed but its plan for helping the deaf has been so comprehensively outlined that no less than twenty million dollars will be needed ultimately, while it recommends immediate projects—medical, educational, social and economic—which call for $7,500,000 to produce an annual income of $375,000.

Calvin Coolidge's interest in the deaf goes back to the time when he was a young lawyer just out of Amherst working at his first job in a law office in Northampton. The room he lived in was in the home of Mr. and Mrs. Robert Weir on the grounds of the Clarke School for the Deaf of which Mr. Weir was steward. Here it was that he saw the remarkable work done by Miss Caroline A. Yale in teaching so-called deaf and dumb children to understand language through lip reading and finally actually to speak. And in the Weir house he met one evening at dinner a particular friend of the family, Grace Goodhue, who had just graduated from the University of Vermont and had come to the school as a teacher.

WHEN Grace Goodhue and Calvin Coolidge were married they continued their interest in Clarke School and in the deaf. While he was governor of Massachusetts Mr. Coolidge became a member of the Clarke School Board of Trustees, that notable group of which Alexander Graham Bell was chairman and even as president he continued to hold office and to attend meetings of the board whenever possible. The inception of the Coolidge Fund was due to the late Clarence W. Barron, editor of the Wall Street Journal. After Mr. Barron's death his work was carried on by the Coolidge Fund Committee of nationally known men and women headed by Earl P. Charlton of Fall River, Mass. While the fund had as its immediate object the strengthening of the Clarke School, it was planned to cover the whole field of deafness and, as additional funds became available, to finance one project after another until an estimated total of twenty million dollars had been used. With this in mind a most extensive survey of deafness was made to serve as the basis for further planning.

The Coolidge Fund survey estimates the number of wholly or partly deaf in the country at ten million. One otologist goes so far as to say that the majority of persons over thirty-five years of age have such a hearing defect in one ear. Yet little has been done towards the study of the causes and the relief of deafness. Any hearing defect, even the slightest, may develop into chronic progressive deafness which may become total. For deafness is not, as popularly supposed, a disease of old age, nor is it mainly congenital. From childhood the body is subject to a wide variety of diseases and affections which may produce deafness and these range all the way from such mild disorders as the ordinary cold to the ravages of virulent syphilis.

AT the present time probably not more than $100,000 is spent annually on research into the cause of deafness and study of deafness. The recent pieces of work important in themselves, are not adequate for an effective onslaught on a disability affecting ten million people. The Coolidge Fund recommends the expenditure of $6,100,000 for the study of the medical aspects of deafness. It would allot $4,500,000 for the establishment of an otological institute in one of the great urban endowed universities, co-operating with all the university departments. The fund would also establish four other departments of otology in outstanding medical schools by providing endowments of $400,000 each for teaching salaries.

Aside from its medical aspects, deafness presents questions which must be referred to the psychologist and the physicist and brings problems for the educator and the sociologist. At present, 16,807 boys and girls are being taught in America's schools for the deaf. Of these, 12,908 are instructed wholly or chiefly by the oral method introduced into America sixty-one years ago by Clarke School for the Deaf at Northampton, Mass., and by what is now known as the Lexington Avenue School in New York. This method teaches the children to read the lips of others and to speak. The older manual method brought from France by the first American school for the deaf, in Hartford, Conn., in 1817, teaches children to communicate by means of signs, and only two small schools still adhere to it exclusively as a method of instruction. Deaf children trained under the oral method are able to enter the high schools and colleges of hearing students and many have made fine records in the country's leading universities.

ALTHOUGH nearly 17,000 children are being trained in the 192 public and private schools for the deaf, probably at least an equal number are not in school at all. To find these children, to acquaint their parents with the opportunity for their education, and to provide additional teaching facilities for them is one of the next and most important steps.

Though the difference in mental age between deaf and hearing children is thought to be only two years the difference in educational development is more nearly five years. While the deaf child is waiting in silence and without speech until his schooling begins at five or six, the hearing child has already picked up a large vocabulary; when the deaf child enters school he is further retarded by the two or three years that it takes him to learn speech. One possibility of closing the gap lies in starting instruction at an earlier age and when funds are available for this expensive experiment it will be undertaken. Higher grades of teaching ability with better preparatory training and classification of pupils will also help.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Although hampered by lack of funds, some experiments in hastening the learning process have been made. To heighten the development of sight and touch so as to reach the child's mind more quickly, two devices have been developed: Dr. Max A. Goldstein, director of the Central Institute for the Deaf in St. Louis, is using the "osiso," an electrical instrument invented by J. W. Legg, research engineer of the Westinghouse Company, which translates sound waves into light waves, so arranged that the instructor can talk into one microphone and the deaf pupil into the other, producing actual visualization of speech waves which can be compared (see The Survey, February 15, 1928, page 631). With this device the pupil can practice speech production until the light waves his voice makes resemble those of his instructor. Dr. Robert H. Gault is working at Northampton under a grant from the Carnegie Institute, with the "teletactor," produced by the Bell Telephone Laboratories, which carries to the finger tips of the deaf child the vibrations of spoken language. Psychologists at Teachers College, Columbia University, are experimenting in sight-reading by teaching deaf children, in their first years of schooling, to read written words as well as to read lips and to speak.

SINCE it is often impossible to tell whether the auditory nerve is entirely destroyed or whether there are "islands of hearing" left, special means of sound vibration must be used to stimulate residual hearing, as Dr. Goldstein and others have done. Before any considerable progress can be made there must be more teachers. The Coolidge Fund recommends that an endowment fund of $600,000 be established, the income to be available for educational research at the various schools, that $300,000 be used for endowment of scholarships for those who wish to become teachers of the deaf, and that $200,000 be used as a capital fund for carrying on the publishing work and the central information bureau of the Volta Bureau Library, established by Alexander Graham Bell.

Vocational training plays an important part in the curriculum of most schools for the deaf, and those graduates who are able to continue their education with hearing students find a wide variety of trades and professions within their abilities. But the problems of the man or woman who becomes deaf in later life are complex and depressing. Deafness leaves many of its victims socially and economically stranded, stunned by the disaster which has overtaken them. They frequently find their old work barred to them and are too crushed to begin anything new. To help them overcome this disability, to re-educate them, to find jobs for them, to provide them with pleasant social life, are tasks undertaken by organizations of the hard of hearing themselves, with very little outside assistance. The thirty-two local leagues of the American Federation of the Organizations for Hard of Hearing teach lip reading, arrange for vocational training, and conduct employment bureaus for the deafened as well as for the deaf. Above all they seek to restore the morale of the hard of hearing by providing happy social life in their attractive club rooms.

A particularly vexing question for the partially deafened is that of hearing devices. There exists no official body, or competent recognized authority to examine and pass on the merits of these instruments which vary greatly in efficiency, cost, appearance and portability. Unfortunately their practicability varies with the person using them so that a device that is entirely satisfactory to one person may be utterly worthless to another suffering from the same general type of deafness. There is need of a clinic or laboratory, preferably located in some university with an outstanding department of physics where all devices can be tested and from which information for the deafened can be readily disseminated.

IN discussing the uses to which various handicapped men have been put in his plants, Henry Ford says, "No particular consideration has been given to supervising deaf and dumb employes—they do their work one hundred per cent." How best to prepare the deaf to carry on work for which they are fitted and for which there is a demand, is a problem requiring further study. The questions of what vocations the deaf should enter, how they can best be prepared to make a living, what instruction in trade work can be profitably given, cannot be answered except after a throughgoing investigation. How to create openings in the existing industrial system for these deaf workers once they are efficiently trained offers further difficulties. Because of the peculiar nature of their disability, only a special employment agency set up for their exclusive use, can properly handle them.

Those persons who have partially or completely lost hearing in adult life, must be re-educated to fill their old jobs under their new handicap or they must be re-educated for some entirely new work. At the same time they must begin the long, difficult task of learning to read speech from the lips of others. Their failure to hear correctly often makes them appear dull and so they frequently become embittered. By methods adapted individually to meet the need the New York League of the Hard of Hearing has been able to place 89.5 per cent of its applicants in 42 different occupations. This outstanding piece of placement work shows what could be done by a national employment agency working with equal thoroughness for those disabled by deafness.

THE Coolidge Fund suggests that a $500,000 endowment should be made available for the education of the public regarding the medical, educational and social-economic aspects of deafness by means of public exhibits, motion pictures, lectures, and publications; that $500,000 should be available for the development of a national employment plan, which would provide for research into occupational problems, studies in existing and proposed legislation and its bearing on the deaf, promotion of placement bureaus and their work, and the training of vocational counsellors and psychiatrists for the deaf and deafened. The fund recommends that a clinic or laboratory be established for scientific study of all hearing devices. It would cost at least $15,000 a year to operate. This would necessitate a capital fund of $300,000.

To cope with the situation adequately will require a systematic coordinated attack over a long period of years—an attack such as can only be carried on by a strong foundation under the leadership of the country's ablest men. Fortunately there is no necessity for the creation of any new central agencies. The central research groups, the schools for the deaf, the social agencies, are already at hand, manned with able and enthusiastic workers anxious to embark on enlarged programs, eager to solve the many grievous problems which present themselves. The fund wishes to foster the study of deafness in all its ramifications, to utilize the service of experts in every branch of the field, and later, like the National Research Council, to build up national committees to advise and recommend programs concerning every aspect of investigation and activity in this vital field.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

The Common Welfare

LOVE AND MARRIAGE

THE concern of the church with love and marriage is the subject of a special report recently issued by a committee on marriage and the home of the Federal Council of Churches, under the chairmanship of Bishop James Cannon. Until recently, the committee believes, preaching has been too doctrinal, and the clergy have not given themselves energetically to such matters as a living wage, a shorter work day, housing for people of small means, or the protection of working mothers, which are directly related to the strength and beauty of the home. They feel, moreover, that the chief problems of marriage are subject to spiritual treatment; that if ministers had a background of study somewhat like that of the case workers, the church might offer a sort of clinic for unhappy homes to which people would go for guidance as they now go to physicians for their physical ills. This seems a large order; surely no one physician, to continue the committee's own analogy, could feel himself competent to advise on all the physical ills which the members of a congregation might present, and it seems likely with the evolution of our knowledge of psychology and of the other factors, physical, economic, and the like, which enter into matrimonial maladjustment, there might be needed a corps of experts as varied and highly trained as those to whom the case worker has recourse. But the increased concern of the clergy with the roots from which trouble springs will add new and valuable resources to the staffs of scientists who are studying modern marriage.

These ills, though patent, the committee does not believe to be discouraging, pointing out new factors, such as the Great War and the economic independence of women, which given opportunity for expression to marital dissatisfaction which existed long before. The ideal of a marriage for life is, they feel, the only union which the church can teach. Divorce, even when allowed by the church, must be looked upon as a tragic and humiliating failure. The expediency of federal legislation for uniform marriage and divorce laws is debatable in our present state of knowledge. Companionate marriage gives a wrong start because of its emphasis on sex.

This first report is designed to prepare the way for later studies and practical recommendations on training youth for marriage, safeguarding marriage, the strains of the marital relation, birth control, the rights of children, unhappy marriage, and the problems of divorce. It makes a courageous and temperate effort to look honestly at troubles whose difficulties have been only increased by the emotional distress they have engendered even among those who are not directly implicated; and it promises a hopeful adjunct to the earnest workers on a subject where light from every source is needed.

BISHOP BRENT

IT is nearly thirty years ago that Bishop Charles Brent took up his leadership of a crusade against the opium traffic which ended only with his sudden death in Lausanne, Switzerland, on March 27. In 1901 he went out as Protestant Episcopal bishop of the Philippines, the first colonial bishop to be sent to the islands by any Protestant church, and for seventeen years he stayed in this post, declining the several important appointments offered him elsewhere. For two years he was a member of the committee appointed by the Philippine government to investigate the opium question in the Orient, and later he became chief of the American delegation to the International Opium Commission at Shanghai, and in 1909 its president. He was the chairman of the American delegation to the International Opium Conference at the Hague in 1911, and in the following year president, while in subsequent opium meetings held under the League of Nations he has played an equally interested and influential role. In 1927 he presided at the World Conference on Faith and Order held in Lausanne, and until November that year, when he resigned because of ill health, he was bishop in charge of the Protestant Episcopal churches in Europe. Bishop Brent was a Canadian by birth, an American in his chief priestly duties, which began and ended in the Diocese of Western New York, and a servant of men as of God in the cause he led bravely and wisely as the outstanding service of his episcopate.

YOUNG MEN WANTED?

THERE is a general belief that employers are taking on only young men today and laying off middle-aged workers because they are "too old." Is this just a myth—or isn't it? It is, says the National Association of Manufacturers, issuing a preliminary report on a recent survey made by its employment committee. This survey, the chairman of the committee states, covered thousands of members of the association in all parts of the country. Seventy per cent of these employers report that they have "no maximum hiring limit." Of the 30 per cent that do have a maximum age, the figure set represents a general policy rather than an iron-clad "limit." Many concerns make exceptions in the case of former employes who wish to rejoin them. The most frequent age limit among this 30 per cent is forty-five years for unskilled and semi-skilled workers, and fifty years for skilled workers. The committee reports that a large group of employers state that they prefer older workers. The survey did not bring to light a single company which discharges employes when they reach a given age.

The reasons advanced for the enforcement of a maximum hiring age by the concerns using one were: physical condition of the workers (22 per cent); efforts to maintain plant pension plans and a feeling of responsibility toward older workers who have been with the company many years (21 per cent). tendency of older workers to slow up at their work per cent); tendency of older workers to slow up at their work the liability of older workers to injury (14 per cent); keeping down the cost of group life insurance plans (11 per cent).

The American Federation of Labor is not so sure the story of industry's deliberate discarding of middle-aged workers is

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

mostly fairy-tale. Acting under instructions from the recent meeting of the executive council at Miami, William Green, president of the A. F. of L., has sent a letter to state and city central bodies, asking their assistance in a nation-wide survey of industry's attitude on this point. Mr. Green asks that he have from each locality "the names of companies refusing to employ workers past a specific age limit, together with such detailed information as will help us develop a constructive policy to meet the situation." He adds, "Wherever possible, send copies of regulations and proof of enforcement of employer's policy."

Aside from the importance of securing accurate information on this moot question, it will be interesting to set the two reports side by side, and to compare the results obtained when organized employers and organized workers each undertake objective, fact-finding inquiry into a specific situation.

PINCHOT AHOY!

JUST as March was going out as a very mild lion, Gifford Pinchot set sail for the South Sea Islands in a fishing schooner, with a crew made up not only of proper seaman but of his wife, his husky young son, and the man with whom he had planned just such a trip when they were undergraduates at Yale. It was characteristic of this family that the young Pinchot said some delightful boyish things to the reporters; that Mrs. Pinchot paused in the last rush of packing for six months afloat to pass the proofs of her article on page 138 of this issue of The Survey; that Mr. Pinchot left behind him a press release which will set the rather cool pot of conservation boiling again even when the master conservationist is deep-sea fishing on a holiday long overdue.

The release is in the form of an open letter to President Hoover, signed by Mr. Pinchot and 175 other prominent men and women who, "persuaded of the necessity for conserving the material basis of prosperity not only of our own country but of the whole earth, earnestly and respectfully ask you to consider the advisability of calling an international conference to discuss the common interest of the nations in the conservation of natural resources, and to provide for an inventory of those resources throughout the world." The letter recalls a similar invitation issued by President Roosevelt in 1909, which declared: "As to all the great natural sources of national welfare, the peoples of today hold the earth in trust for the people to come after them." A conference at this time, the letter to Mr. Hoover holds, might most appropriately be carried "under an administration which, like your own, seeks to maintain the most cordial relations with the peoples of the earth."

COMMUNITY MAL-NUTRITION

A DIET limited to lollipops or salt pork or even good, wholesome dry bread would be unlikely to produce a normal individual. Similarly, a community that draws its sustenance from a single industry, however healthy, has a tendency toward abnormal economic and social development, according to a recent study made by the Women's Bureau of the U. S. Department of Labor. The study, issued under the title, Women Workers in Flint, Michigan (Bulletin of the Women's Bureau No. 67), is based on a survey made by the bureau in Flint, at the request of the local Y.W.C.A., the secretary of the chamber of commerce and the secretary of the industrial bureau.

The growth of Flint from fourteenth city in size in the state in 1900 to third in 1920 was due to the development of the automobile industry. This industry, though not strikingly seasonal, has busy and slack times within the year and more marked peaks and slumps from year to year. The condition of this one industry affects all employment in Flint. When the automobile plant is working full time, transients flock in and everyone is busy. When times are dull in automobile manufacture, many people are laid off and the whole community suffers. " 'You never can tell how long work will last in Flint.' "

The survey conscientiously carries out the purpose for which it was undertaken, giving careful data on the number of women workers, hours, wages, working conditions, and so on. These details serve to fill in and to underscore the impossibility of normal individual or community life under the conditions imposed by a single dominating industry. There is no security for wage-earners and their dependents where there is "little opportunity for the good times in one industry to offset the bad times in another. For the women worker there is also keen competition because of the limited number of jobs and the difficulty of establishing a way of living for herself and family that is justified by the wide fluctuations in earnings."

For those who have the community welfare at heart, "besides the usual economic and social difficulties that exist in every large city are those occasioned by a single dominating industry, owned by one corporation, and whose operations require thousands of men, a considerable proportion of whom must be mobile, able to come at call and leave when work is slack."

The significance of such a study is not, of course, in the details it gives of conditions of women wage-earners in one community, but in the warning and the suggestion it holds for other cities threatened with the phenomenal growth of a single industry.

TRAGEDIES OF INDUSTRY

THE thriftiest known corporation appears to be the Waterbury Clock Company. It is of record that after the death from radium poisoning, in 1927, of two of its former employes, the company obtained curtailment of the Connecticut statute of limitations to three years, experience showing that typically four or five years elapse between absorption and the death of radium victims. Thereafter, on March 20, 1929, came the agonized death of Mrs. William Cardow, four years after leaving the company where she had painted watch dials; and the offer to her husband of $43.75 by the company as compensation for the loss of his wife provided that he agreed to make no further claim. It is not clear whether the company's 1927 amendment completely deprives William Cardow of all claim for compensation through resort to the courts.

This year's New York legislature passed, in March, 1929, a bill making compensable injuries caused by radium, if suffered by persons employed in hospitals and laboratories. This bill Governor Roosevelt signed with the comment that it is "a toddling step in the right direction." Why did the legislature exclude industrial workers? Is it waiting for the torture and death in New York of a series of wage-earners such as has occurred in New Jersey and Connecticut?

These occurrences give poignant timeliness to the recent pamphlet by the Consumers' League of Eastern Pennsylvania entitled Tragedies of Industry, Diseases of Occupation in Pennsylvania. This substantially enriches the material upon which further legislation must be based in these three

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

states and many others. Rarely does a pamphlet of twenty-two pages offer such wealth of scrupulously sifted data in so readable a form. Nine separate causes of death and of disability are set forth of which none involves accident. Why has Pennsylvania never taken action? The state constitutional amendment of 1915 reads, "to permit workmen's compensation for injuries to employes arising from their employment and for occupational diseases of employes."

Current facts in Connecticut and Pennsylvania, and the refusal of the Pennsylvania and New York legislatures to take any preventive step, force fresh consideration of the prevention of such hideous disasters. Why cannot the U. S. Bureau of Standards be equipped to examine materials and processes submitted to it for study and report? It can be required to act with all possible speed, human life and health taking precedence over the needs of manufacture and commerce. The rapid development of chemical industries since the war has made the old "trial and error" method of ascertaining (at cost to victimized employes of life, or reason, or permanent disability and dependence) how poisonous a given substance may be, no longer to be tolerated. A bureau exercising constant supervision of plants using poisonous materials or creating injurious dusts, is a vital necessity for every industrial state.

THE RAUSCHENBUSCH MEMORIAL

TO those who shared with Walter Rauschenbusch the zeal for the social consciousness and service of the churches, he stands in the clear as the one who permanently furnished them with both historical background and precedent for a movement glowing with prophetic inspiration.

To broadcast his message, especially to successive generations of students, by a living voice that might carry further than his volumes have yet reached, a lectureship foundation was proposed, to be centered at Rochester Theological Seminary, where Professor Rauschenbusch taught church history so long, and to repeat the lectures delivered there in other institutions and cities. The proposal promptly rallied not only the Rochester faculty, alumni and citizens, who have contributed about $40,000 of the $50,000 required as a minimum, but also enlisted an influential national committee, representing many other institutions and cities, that is co-operating in raising a more adequate financial basis for the lectureship. The Survey joins in the widely held hopes that the funds will continue to come "without any pressure," as they are reported to have arrived so far, sharing as its editors do in high appreciation of the spirit and achievements of Walter Rauschenbusch, which we were privileged to express in these columns through all his achieving years.

HOPE FOR THE INDIANS

FRIENDS of the Indians have been heartened by President Hoover's acceptance of the resignation of Charles H. Burke as commissioner of Indian affairs. The resignation was offered in the usual routine of a new administration, but in Mr. Burke's case it was accepted whereas the great majority of men in similar posts in the federal government have been carried over for another term. That, it is believed, is significant of a new day for the Indians, for it will be remembered that the fact-finding report of the Institute of Government Research (see The Survey, January 15, page 472) held that the first step toward decent treatment of the government's wards was "a complete reorganization of the Indian Bureau."

Mr. Burke had been under steady and withering fire by the American Indian Defense Association and other bodies almost since the day of his appointment by President Harding in 1921, under Secretary Fall. As head of the Indian Bureau, in the Department of the Interior, he was charged with final responsibility for the exploitation of the Indians, the incredible health conditions among them, the maltreatment of their children in government schools, the winking at bootleg liquor supplied to them and the general abuse of wards of the governments who are characteristically poor people—less than 2 per cent of them have incomes of more than five hundred dollars. Mr. Burke appeared at the Philadelphia conference in December, at which the report of the Institute of Government Research was discussed—an elderly man, in broken health, obviously in no condition to undertake the reorganization of the bureau.

Readers of The Survey will recall that John Collier, in his article in the January 1 Survey, reporting the hearings of the Senate investigating committee, held that while responsibility was divided between Congress and the administration, yet there was no clash of interest for the part of Congress is chiefly to make sufficient appropriations, while all else rests in the hands of the Indian commisioner, a subordinate of the secretary of the interior, who is responsible to the president. Not only Mr. Collier, the most outspoken critic of the Indian Bureau, but great numbers of men have believed that there would be a right-about-face in the situation under a president like Mr. Hoover and a secretary of the interior like Dr. Ray Lyman Wilbur. The first step has been taken in permitting Mr. Burke to retire. The validity of the confident hope of the future steps hangs on who is appointed in his place.

AFTER THE BATTLE

AS the dust clears over the scrimmage of the closing days of the one hundred and fifty-second session of of the New York Legislature it is now possible to see which bills of social importance are still on their feet, and which were knocked out, perhaps to be revived when the game starts up again. Labor interests were disappointed in the failure to pass bills providing a straight forty-eight law for women and children in industry, and for the requirement of a hearing before the issuance of injunctions in labor disputes. Among the group of defeated New York City bills was one which would have set up a city plan commission. On the other hand an important revision of the poor law of the state has been effected (see The Survey, March 15, page 780) and provision has been made for commissions to investigate old age security, including the question of old age pensions; the public service law, and judicial reform. The workmen's compensation act has been extended to cover another group of occupational diseases, though not the whole list for which the supporters of this bill asked. The legislature acted favorably on farm relief measures providing aid to the extent of $12,600,000 for rural schools, roads, and agricultural research. A new multiple dwellings bill was enacted, to supersede the old tenement house law (see The Survey, January 15, 1929, page 493) though Governor Roosevelt may refuse to sign it on the ground that it violates the principle of home rule. New York joins the states that pay a gasoline tax, beginning May 1.

In the change which made the newspaper headlines and is of perhaps the greatest personal interest to certain groups of New Yorkers, the state took a curiously different attitude on marriage from that of the federal government. New York income tax exemptions are increased from $1,500 to

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

$2,500 for single persons and the heads of families. Thus, in this minor particular, it is cheaper to live single than married, under the state law, while the federal government seems to put a premium on domestic felicity by granting $1,500 exemption to bachelors and spinsters, and $3,500, or more than double, to those who live in family groups.

THE HEBREW UNIVERSITY

FRIENDS of the Hebrew University are taking the fourth anniversary of its opening to call attention to the growth and the plans of this Jewish cultural center which looks out over Jerusalem and the Jordan Valley from a shoulder of the Mount of Olives. The cornerstone was laid by Lord Allenby in July, 1918, when the Turkish battle line was only ten miles away. In the four years since its doors opened, the university has kept before it two main objectives: first, its hope of being a liberalizing influence in the Near East, particularly in the solution of vexing problems in race relationship; second, to carry on scientific work of firsthand importance to its own community in agricultural development and in public health. The association of such men as Albert Einstein, Sigmund Freud and L. Ornstein on the Academic Council of the University is a guarantee that only the highest scientific standards will prevail. Indeed, those standards have already found expression in the work of the departments of public health and of parasitology, notably in the study and control of malaria and sand-fly fever. The David Wolffsohn Memorial Library will be dedicated in June. It already has more than 200,000 volumes, and is one of the very large modern libraries in the Near East. Among its treasures is the original manuscript statement of the theory of relativity, presented by Dr. Einstein.

Under the chancellorship of Judah L. Magnes, the university is open to all, regardless of race, creed or color. The language of instruction is Hebrew, as it is in all Jewish schools in Palestine. The Hebrew University, like Johns Hopkins, was at first restricted to research and to the instruction of graduate students. Now, however, undergraduate courses are being introduced to meet the demands of Palestinian students, and of Jewish youth from European countries where the *numerous clausus* is applied.

CATS AND DOGS IN SCHOOL

WHEN Johnny refrains from tying a tin can to a dog's tail because he has promised his schoolmates to "be kind to all living creatures," it is good for the dog, but it is even better for Johnny. With this point of view, the New York Women's League for Animals studied the possibilities of humane education in the schools and finally sponsored a law, enacted in 1917, requiring one hour of instruction in kindness to animals each week in the schools of New York. Twenty-three states now have similar laws. To help make this requirement effective the league has, with the approval of the Board of Education, prepared study outlines and suggested programs for free distribution to teachers and principals, and has also provided a lecturer to give illustrated talks in the schools, organize junior humane societies and otherwise cooperate with the teachers in this work. A Be Kind to Animals Week is now observed by the schools each April.

Like so many admirable educational efforts, the Kindness to Animals movement has suffered from the sentimentality of some of its friends. The New York League brings forward interesting evidence to prove that, properly developed, it becomes a definite means toward enriched experience, toward the awakening of civic consciousness and responsibility. There is, for instance, Tony, the bad boy of one "tough" block. Tony's favorite occupation used to be tormenting stray animals. Last fall Tony was made vice-president of the school humane club. Here is his report of a recent week's activities:

> Found a boy makeing 2 dogs fight. Pulled the dogs apart and punched the boy so he would not do this again. Skattered ashes on some icey places where horses was slipping. Saved 2 cats that had no homes. The cats was hungry so fed them and the butcher took one. Gave the other to a sailer on a ship that is going to South America.

There is the teacher in whose room there has been a humane club for several years who testifies:

> The kindness to animals work has made my boys better in every way. Better not only to animals but to their parents, their brothers and sisters to old people and to smaller children. My school is in a part of the city that has produced a good many gangsters, but my boys are headed the other way, and the dogs and horses and cats and birds they have learned to help are one big reason.

Frances Perkins, New York's recently appointed state industrial commissioner, summed up the case for the validity of humane education in the schools when, speaking of her own small daughter, she said,

> Really, the only way to teach a young child sympathy and justice for the weak is through animals. You can't bring problems before a child, but the needs of a dog or a cat or a bird are something it can understand, something on its own level.

PHILADELPHIA'S COUNCIL

WITHIN a month one council of social agencies has died and another was born. The death occured in Georgia, the State Council of Social Agencies being succeeded by the State Conference of Social Work. In Philadelphia, a council of social agencies was born, sired by the All Philadelphia Conference of Social Work. Six years ago social agencies of all denominations established an annual conference for the exchange of ideas and the discussion of city-wide welfare programs. At the 1928 meeting a committee was appointed, with Alice F. Liveright as chairman, to formulate a plan for a permanent council, functioning the year around. The report of this committee was adopted at the meeting in March and an organization committee appointed with power to act.

There are 513 private and public social agencies in Philadelphia, 124 of which are concerned with child welfare, 104 with health, 120 with recreation, education, and neighborhood activities, 43 with homes for the aged, 14 family welfare societies. The Welfare Federation of which Sherman C. Kingsley is executive secretary, has brought together 128 agencies, and the Federation of Jewish Charities, under Jacob Billikopf, another large group. Catholic social work has been carried forward mainly through parish units and affiliated institutions. Philadelphia now feels the need of a council which will gather these and various other agencies, public and private, into one body for the purpose of study, research and coordination. It is proposed that the administration of the council's activities be conducted under a skilled executive and departmental secretaries. The council will be composed, as is customary, of two delegates from each agency. As soon as 100 organizations have voted to become members of the council the new organization will be definitely established and Philadelphia will then join the ranks of New York, Chicago, Boston and some other cities having councils of social agencies.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

HEALTH

The Unwarranted Stigma of Leprosy

By JAY F. SCHAMBERG, M.D.

SOME years ago the Health Department of Philadelphia asked me to visit and examine a man who was confined in a box car on the outskirts of the city and who was not permitted to enter the municipal precincts. I found the car surrounded by a gaping herd of people gazing upon a terrified looking individual who was eating a crust of bread and drinking water from a tin can that had been timidly placed near him. He bore upon his visage the tragic insignia of the most shunned of all maladies. The unfortunate man was not permitted to enter the city; the car was shunted to Baltimore, whence it came, but the authorities there refused to receive him. For days he was driven inhumanely from pillar to post, from one state to another, until he died from exposure.

There is perhaps no disease of which the lay public has a more distorted comprehension than of leprosy. The very name strikes fear and terror into the hearts of people and the announcement that a leper has been discovered in a community is sufficient to excite hysteric apprehension bordering on a panic.

This unwarranted dread is not justified by scientific facts. Leprosy is contagious or transmissible but only feebly so. Indeed infection from a leper is no greater than from an active case of tuberculosis. As a rule it requires long and close contact with lepers to contract the disease. It is excessively rare for nurses and attendants in leper hospitals to become infected. The cases of Father Damien and another Belgian priest in the Hawaiian Islands stand out as striking exceptions.

This inordinate fear of leprosy doubtless is due to a combination of causes. Leprosy, particularly in its advanced stages, is a horrible disease and extremely difficult to cure. These factors naturally excite dread; but another factor has probably played a larger role, and that is the Biblical injunction against leprosy and the segregation of the afflicted. The entire thirteenth chapter of the Book of Leviticus is devoted to a discussion of the disease called by the Hebrews, "tsaraath," and translated into the English word leprosy. Much has been written over a period of years on the so-called leprosy of the Bible.

There is every reason to believe that this disease was not leprosy at all but represented several affections which the existing medical knowledge did not differentiate. The Hebrew Bible was translated into Greek by seventy learned Jews in the third century before the present era. These scholars, living in the Greek city of Alexandria, used the Greek term "lepra" as the equivalent of the Bibical disease. It is logical to assume that the Jews meant by "tsaraath" what the Greeks meant by lepra. But the lepra of the Greeks was not our modern leprosy; for the latter disease they employed a different term, namely, "elephantiasis." Under this title excellent descriptions of leprosy are to be found in the works of Aetius, Oribasius, Actuarius and others, published as early as the first century. The probabilities are that the word lepra lost its original meaning during the Middle Ages, and came to be confused with elephantiasis.

There is no conclusive evidence that leprosy existed during the Biblical period. The point of human and historic interest about this whole matter is that the Biblical mandate to isolate the leper exerted an enormous influence upon the future relation of society to him. During the Middle Ages in Europe, the leper was deprived of all civil and property rights and was regarded as one dead. The unfortunates were segregated in leprosaria and treated with great inhumanity. And this inhumanity has continued in a certain measure to the present day, due at least in part to a misconception of the nature of the Biblical disease. There are other widespread diseases, far more transmissible, against which segregation is not practiced.

The question of the wisdom and necessity of compulsory sequestration of lepers is a much mooted one. In some states—for instance, in Pennsylvania—lepers must be confined in a pest house. In others—notably New York—they are free to go as they will. The specialists of New York have on several occasions expressed their opinion that leprosy was so feebly transmissible that those afflicted should not be deprived of their liberty for an indefinite period of years. There are from one hundred to two hundred lepers in the state of New York, and scores of them walk the streets of New York City daily. Nearly all of these are of foreign birth and have brought the disease with them in unrecognized form to this country.

Where much leprosy exists, it is unquestionably desirable or even necessary to practice segregation. In Norway, under this regime, leprosy has decreased to such an extent that the leper hospital at Bergen has been abandoned. In the Hawaiian Islands, segregation has led to a great reduction in the incidence of the disease. There are four foci of leprosy in the United States: the eastern seaboard—chiefly New York—California, Minnesota and Louisiana. As the chief port of entry from Europe, New York City

DESPITE the terror which leprosy has inspired for centuries, a leper is actually less dangerous to the health of his neighbors than many of the persons with whom we rub elbows every day. Here Dr. Schamberg explains this cruel popular misunderstanding and tells of the treatment recently developed by medical science out of ancient Hindu folklore which is bringing hope to the victims of one of the most dreaded and dreadful diseases of mankind.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

receives her leper cases particularly from that continent. The lepers in California are largely Japanese and Chinese. In Minnesota they are of Scandinavian origin. Louisiana has been the seat of endemic leprosy for many years; the disease was brought by the early Spanish and French immigrants. Indeed Louisiana maintained until recent years a leper colony about one hundred miles north of New Orleans. This place—which has now been called Carville—was taken over by the national government a few years ago.

In a country like the United States the question of segregation should be influenced by a consideration of the circumstances surrounding each individual case. In advanced cases with open sores, isolation in a hospital is desirable. In early cases in cleanly individuals, periodic examination should suffice.

Leprosy flourishes most in very hot and extremely cold countries. The disease is therefore encountered most in the tropical and subtropical regions of Asia and Africa and in such northern countries as Iceland. It is also common in the West Indies and in Mexico, Central and South America. There is a large amount of leprosy in the Philippine Islands, and the afflicted are segregated on the Island of Culion. A movement is at present under foot to raise a large fund for the care of these lepers, and for research work along the line of exterminating the disease, as a memorial to the late General Wood. It is generally believed that leprosy exhibits less tendency to spread in the temperate zones.

Leprosy is due to the implantation, in the body, of a bacillus which under the microscope is almost indistinguishable from the germ of tuberculosis. How the infection takes place is not accurately known. It is favored by unsanitary conditions of living such as overcrowding and lack of bodily hygiene. It is believed that the spread of the disease in the Hawaiian Islands was due to the custom which prevailed there of eating *poi* out of a common dish. The germs are commonly found upon the mucus membranes of the nose. Accidental inoculation may occur through the skin. A case is recorded of the son of a British officer in India who was infected in playing with a native lad. The latter took a needle and saying, "Look what I can do," plunged it into the flesh of his thigh. The young Briton, not to be outdone in courage, took the needle and repeated the procedure upon himself, at the same time wincing from the pain it caused. The Indian boy felt nothing because the area of the skin punctured was anesthetic or without feeling, a common manifestation of leprosy.

The period of incubation, or breeding period, of leprosy is extremely variable; it may be as short as a few months or it may last many years. Most of the lepers seen by the writer in this country had come from abroad ten years or more before they claimed to have observed symptoms. The chief symptoms are referable to the skin and nervous system, but in advanced cases almost all of the organs of the body show the presence of the germs. Leprosy is not ordinarily a mortal disease: the patients may live for many years and frequently die of tuberculosis or dysentery.

The writer recalls one consultation where he had to tell the patient that he had leprosy. The man accepted the information without the least show of emotion. On being told that his philosophical attitude would be helpful in the treatment, he replied—"Why shouldn't I be philosophical! I was told that I had Addison's disease and only had two years to live."

Leprosy is not necessarily an incurable disease although cure is brought about with great difficulty and only after prolonged treatment. The earlier treatment is initiated, the better are the chances of success. For advanced cases there is little hope. Even after apparent cure, relapses may take place.

The best remedy is chaulmoogra oil, a substance expressed from the seeds of a tree grown chiefly in India. This is an ancient medicament used in many countries. Within recent years this has been modified by chemical manipulation and refined derivatives have been produced which permit of their injection directly into the blood stream. The use of esters or soaps of the chaulmoogra oil is believed by many to give better results when injected into the veins or muscles. They may cause, however, immediate reactions with unpleasant symptoms, or may irritate or damage the veins. The injection into the muscles is painful and may cause inflammatory lumps. More recently two surgeons of the United

Resurrection

LAST November a rugged mountaineer, still sturdy at fifty-four though marked with the scars of his disease, walked out of the gates of the National Leper Home at Carville, Louisiana, to go back to his farm near Tryon, North Carolina. The story of John Early has been in and out of the newspapers for a dozen years. Probably his natural rebellion at being taken away from his home and kindred helped more than a little in creating the sentiment necessary to pass the law of 1917 whereby the U. S. Public Health Service took over the care of lepers.

John Early at last is a free man. For a long time his travelings carried consternation to health officers in several states. For two years he was detained by the Public Health Service at Port Townsend, Washington; later he lived for four years in a little home on the Eastern Branch as the unwilling guest of the District of Columbia. He was among the original patients at the Carville hospital, when the federal government took it over in 1921 for the segregation and treatment of all lepers who desired it or were transferred at the request of state health officers. Several times he left the hospital in defiance of the law. In 1927 he made his way back to his old home, and practically all his neighbors signed a petition to the surgeon general urging him to suspend the law to let Early live out the rest of his days in self-isolation in a remote shack in the hills.

The surgeon general, though sympathetic, had no power to grant the request. Early was returned to Carville and finally yielded to the tedious, sometimes painful treatment, which finally has brought his release. He will be kept under periodic observation, but there is scant danger of relapse. Since 1921 only one of the forty-one patients paroled from Carville with "leprosy arrested" has had to go back.

In the old days the burial service was read in English churches over a leper departing to hopeless segregation. He was declared legally dead; his property was divided and his wife was free to re-marry as a widow. Now the Carville patients rejoice when escorting a recovered patient to the gate to go forth as one risen from the dead and restored, garlanded with flowers, to his family and the world of the living.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

States Public Health Service have advocated giving the esters by mouth and they claim that in this form the drug is much better tolerated by the stomach. Of course treatment must be continued over a period of years. Mainly through the use of chaulmoogra oil, cases of leprosy have been discharged from leprosaria in an arrested stage, i. e., free from symptoms. We may reasonably look forward to further progress in the treatment of this awe-inspiring disease.

Nurse Emma

By MARY BEARD, R.N.

THE region of Nurse Emma's labors is one of mines, smelting works, and a large Negro population. A day which I spent with her in a round of visits is a high point of memory. We climbed long hills, passing small schoolhouses on our way, jolted mercilessly in our Ford car, in and out of the deep ruts in the road, avoiding although not always escaping some great boulder by the wayside when we were obliged to pass a team of mules. My companion not only drove the car but kept up all the way a running commentary on the country, the people, and her work. Her comments were exceedingly interesting and both keen and intelligent. We visited first a mother who had been following Nurse Emma's directions faithfully in caring for the eyes of her new-born baby, a victim of ophthalmia neonatorum. The eyes were almost well. Nurse Emma was a welcome visitor, and the mother was ready to listen to her suggestions in regard to the care of the older children.

The next visit was to a home near some smelting works to see a little girl of eight who, without much doubt, had been exposed to tuberculosis, of which her mother had lately died. It was all-important to get the child to town for a physical examination. This involved, however, the complete reeducation of the father, who did not think such an expedition necessary or desirable in any way. There he sat on a fallen tree trunk, whittling as he talked with a neighbor. He greeted us, but without much enthusiasm, and we went into the cabin where we found the little girl. In a few minutes it developed that she had a serious grievance, for she had been sent home from school because she had declined to take off her woolen sweater. The father was brought into the conversation that followed. The nurse exhibited notable finesse, showing her keen perception of character and her understanding of the racial characteristics of the man with whom she had to deal. From the start it was quite obvious that a teacher who meant well had blundered, and that the child should have been allowed to keep on the very clean warm garment over the cotton dress. However, Nurse Emma did not adopt the attitude of sympathy with the father and daughter until she had gained an admission from him that he ought to have been patient with the teacher's mistake, waited for the public-health nurse to straighten things out, and not "kicked up a fuss in the school" by taking the stand that the little girl should not go again.

"One of my best fathers and to disappoint me like that! Don't you ever do that way again, y'hear me?" Thus she admonished the now smiling father as we drove off to interview the teacher, who lived near the schoolhouse a long way off over very perilous ruts and up a steep incline.

It will perhaps take a good many visits to this father before the child's trip to the city can be arranged, but when it is made there seems a pretty good prospect that father and daughter will be ready to follow the doctor's advice, that is, if Nurse Emma seconds this advice.

We did not find the Negro teacher at home, but her little crippled boy was there and ready and evidently equal to delivering the message from the nurse, whose word "went" in this family also. After leaving this home we bounded over rocks and ruts once more, and finally the Ford ran away down a hill, quite off the road by now, and brought up triumphantly, having been saved from further descent by bumping directly into a tree. By this time, I too had complete confidence in Nurse Emma. I did not even stop to see what had happened to the Ford, but went into the house of the next patient; for, needless to say, we had come to a halt almost precisely opposite her front door. Although there had been no one in sight when we arrived, help must have sprung from the earth or the rocks; for when we came out of the house there were three men standing about, pleased at having been of assistance to the nurse. Their method had been unusual but effective: they had simply cut down the tree which impeded the car's progress.

The last household visited afforded an interesting ex-

"There is no position in public-health nursing work in which the best experience and most thorough basic education are more needed than in rural health work," writes Mary Beard, R.N., in her forthcoming book, The Nurse in Public Health, from which this story of Nurse Emma is taken (Harper and Brothers, New York. Price $3.50 postpaid of The Survey). In her discussion of this story, which is an incidental part of a general chapter on The Rural Community, Miss Beard points out the special factors in education, organization and supervision which sustain the practice of rural nursing under its widely varying conditions. The book is written for administrators and instructors of public-health nursing organizations, for lay boards of directors, for trustees of hospitals and others responsible for nursing schools, and for state and county health officers. Other chapters consider the change of focus in the public-health nursing field, administration, maternal care, education of the nurse, public-health nursing in Europe and future developments in this new and growing profession.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

ample of case finding. A hint regarding the young husband had led to a call from the nurse; this resulted in his going to a doctor who made a diagnosis of gonorrhea. Nurse Emma also discovered that his wife was pregnant and greatly in need of medical attention. Here Nurse Emma was doing an excellent piece of public-health nursing, but one fraught with great difficulty. It was necessary that the young wife have treatment regularly at a dispensary many miles distant from her home, and she had no means of conveyance. The husband knew a man who drove a taxi and he had promised to borrow this car every clinic day in order to take his wife to the dispensary. But after a visit or two his interest waned, and it was only by the most patient and persistent effort that Nurse Emma was able to keep him to his good intentions throughout the long period during which the treatments were necessary.

On our way down from the house we met the husband, and it was interesting to observe his respectful attitude toward Nurse Emma. She is a power in her locality and difficult as her life must be, she is a contented young woman. She could not, I thought, have done such good work if she had not herself lived through some difficult experiences and come out of them well. When I asked her how she persuaded the young man to go into town for treatments she told me quite frankly that she had appealed to a well-known Negro fear of lameness. "Do you know So-and-so," she asked the young man, "going on crutches round the streets of B—? Well, you'll be like him if you won't go, and go soon." And this warning had had the desired effect.

We returned to the city minus one hat and with a good record of running into three cars and a tree; but no one seemed to mind, least of all ourselves. No white nurses I have ever known, granted that their preparation for public-health nursing was as limited as hers, could have performed that day's work as well as Nurse Emma had done. These incidents in the life of a colored public-health nurse on a busy day are both interesting and enlightening, for they show unusual aptitude for teaching and unusual adaptability to difficult home situations which affect health: this, on the one hand. On the other hand, they show how greatly Nurse Emma would have profited by special preparation in public-health nursing and adequate public-health nurse supervision. So good were her teaching methods that, as a result of her visits to one home, a baby having ophthalmia neonatorum was cured; but it was a matter of pure chance that others had not been infected by Nurse Emma herself, or by the baby's mother, for Nurse Emma had never been taught the very elementary principles of asepsis as applied to the irrigation of infected eyes. She has such a "way with her" in teaching her own people that through her efforts a little girl who had been in direct contact with an active case of pulmonary tuberculosis returned willingly to school; but the larger questions of this child's effect upon the other pupils and of the status of this particular school in relation to the local tuberculosis situation, as they appeared to a casual visitor, never seemed to enter her mind at all.

Great returns may be expected when good nursing schools for colored girls are established throughout the South and especially when the preventive aspects of nursing are emphasized from the beginning in these nursing schools of the future. There is a great and expanding field for Negro nurses among their own people. Young Negro women who have finished highschool, and who have in some instances been to college, are going into such professions as teaching and library work; why do not more of the best women of the race prepare themselves for public-health nursing among their own people?

Courtesy Hartford Visiting Nurse Association

Cabbages and Kids

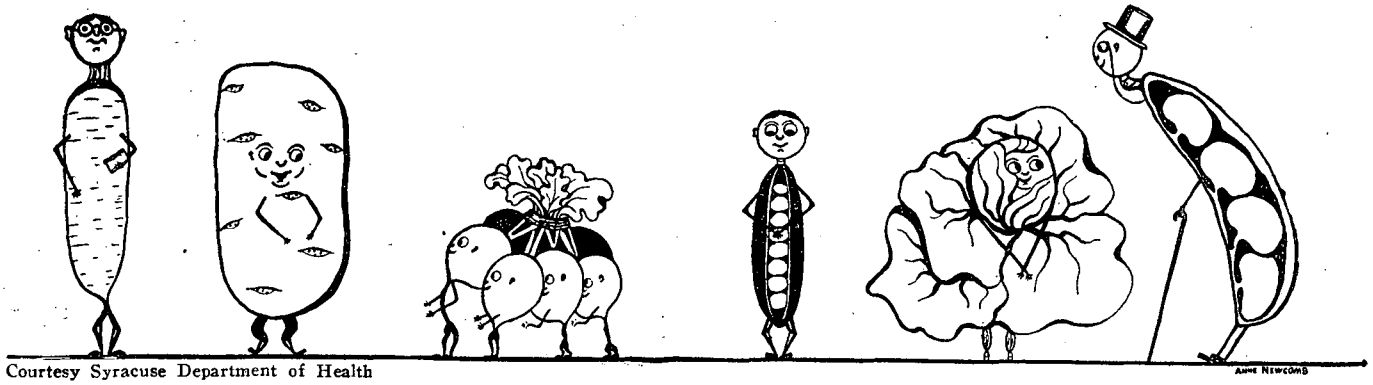
THERE is a grocer in Cattaraugus County who used to sell a carload of cabbages a month; now he sells a carload a week. There is a little girl in that same village and country corner of New York State who went home from school one day and asked her mother what vegetables were being cooked for dinner, and when her mother inquired why this unusual interest, went on seriously, "I'd really like to know, mother, because you know that the most important thing in my life just now is that I get a good variety of vegetables!"

This grocer and little girl together with a large number of facts and figures and an account of why and how it all was accomplished appear in a report now in press, Improving the Dietary Habits of a Rural Community, by Ruby M. Odell, for two years nutritionist of the Cattaraugus County Health Demonstration, and may be obtained on request from the Milbank Memorial Fund, 49 Wall Street, New York City. In an introduction to the report Dr. Haven Emerson quotes Sir George Newman's description of the function of preventive medicine as "the building of a better tabernacle for the soul of man to inhabit," and adds: "Is it not true, therefore, that the practice and teaching of the science of nutrition is at the foundation of good public-health work, just as the salvaging of the spirit of man by the resources of mental hygiene marks the capstone of the arch of modern medicine?"

While the three-year experiment in Cattaraugus County did not attempt to set itself up as a model for nutrition work in rural communities, it is believed that the record of its experience in reaching and teaching a scattered population of seventy-four thousand people at an annual cost of about five cents per capita may be helpful as a guide for similar programs. Dr. Emerson comments:

We are easily convinced by Miss Odell's conservative and well-supported record of experience that a nutritionist, a trained professional expert in the selection and use of foods for the best of health at all ages, should be a permanent member of the staff of the county health officer and of that of the superintend-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED



Courtesy Syracuse Department of Health

ent of schools of every community capable of supporting full-time officers in these positions. Such a nutritionist, on a whole or part-time basis, might well be shared as to salary and services by the educational and health departments. She is undoubtedly necessary as a member of the supervising staff of any public or private visiting or public-health nursing organization.

The first step in Cattaraugus was to obtain a nutrition advisory committee which included Dr. Emerson, John C. Gebhart, then of the New York A. I. C. P., and Lucy H. Gillett, head of the nutrition bureau of that organization; Flora Rose of Cornell University; H. C. Sherman of Columbia, Dr. Charles Hendee Smith, and Dr. Linsly R. Williams. The nutritionist's first task on coming into the county was to start a survey to find out what people actually were eating. Instead of bringing in a group of outside investigators to ask seemingly impertinent questions, this survey was made through representatives of thirty local groups of women organized through the Cattaraugus County Home Bureau, which is supported jointly by Cornell University, the state and federal Departments of Agriculture, and the local county government. Blanks were furnished on which a group of 99 families, representing in all 476 persons, kept careful, uniform records of all food consumed by the family for periods of seven days. Families were selected to represent the homes of professional and clerical workers, town laborers, and farmers.

The findings disclosed the surprising fact that the people in the towns actually ate more green vegetables than those in the country; that few family dietaries were deficient in the actual number of calories they furnished, and none provided too little sweets, meats, or potatoes, while nearly three-quarters were deficient, on the basis of the Cornell standards, in green vegetables. The cost of the food they ate ran from 28 to 81 cents per "man" per day, with an average of 51 cents, while it was believed that a satisfactory standard could be obtained for 45 cents if the money were spent wisely.

This survey formed the basis of an educational program, which urged the town people especially to eat less meat, starch, and sugar; the country people, to eat more vegetables. In the latter effort the nutritionist, assisted by the women of the Home Bureau, urged the planting of more home gardens, and worked through county fairs and the like to teach the farmers simple methods of storage for vegetables for winter use.

At the conclusion of the survey, nutrition work was developed along three main lines, the details of each of which are given in the report: a consultation service to physicians regarding patients suffering from dietary ailments, a program of adult education, and a school health program. Into all of these, the eight public-health nurses on the staff of the county health department entered as a most important factor. The nutritionist gave a whole day once a month to each nurse, allowing her to plan her program for the day, sometimes giving a talk to the mothers of underweight children, sometimes visiting the health stations on clinic days, and so on. The work with adults was carried on through groups already organized in the county—granges, parent-teacher associations, civic leagues, village-improvement societies, school boards, groups affliated with churches, clubs and the like. Talks, sometimes supplemented by moving pictures, told of the findings of the nutrition survey and told simply and concretely practical methods of attaining better health standards.

The school health program involved enlisting the interest of principals and 365 grade teachers in 269 rural schools! In four of the five school districts, a brief course on the nutrition of school children was given to the teachers, and instruction was provided as well for the four teacher-training classes in the county. Particular emphasis was laid in all the work with schools, and in four special experimental efforts in four different types of schools, on the importance of hot school lunches, or at least of one hot dish to supplement the lunches the children brought from home.

A RE-SURVEY in 1927 of the families who had participated in the original study showed a most hopeful change in their dietary habits, and included many individual reports of better health. Similar testimony as to the effectiveness of the program came through reports to the Home Bureau, through the teachers, nurses and physicians. A large number of grocers reported an increased sale, in some cases doubled, of whole grain cereals, whole wheat and graham bread, graham flour, fresh fruits and vegetables. With only a few exceptions, the fifty-six stores which answered a questionnaire on this point reported supplying fresh fruits and vegatables to their customers daily or at least semi-weekly whereas before the advent of the nutrition service a bare handful of country stores had stocked these supplies regularly.

In January, 1928, according to the original plan, responsibility for the continuance of the nutrition program was taken over by the public-health nursing service and by the teachers; and the special activities promoted by the nutrition service merged with other general activities of the County Board of Health. It was believed that the nutrition specialist had sufficiently acquainted the workers with the general principles so that they could incorporate them in their own work, and that the annual expenditure of $3,500 necessary to cover her salary and expenses was an injudicious

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

charge on the budget of the County Health Department. It is thought, however, that a certain amount of specialized supervision and service should be provided each year to keep up the momentum. It is hoped to accomplish this end through occasional visits of special nutrition workers employed by the state Departments of Health and Education; supplemented by temporary service for instructing new nurses on the staff, organized groups working under the Home Bureau and the like. A program under consideration as the report went to press calls for approximately one month a year of a specialist's time for his service. A budget of $500 annually is thus recommended as a reasonable permanent basis—an allowance of $300 for the specialist's salary, preferably for two visits a year of about two weeks each, and $200 for traveling and miscellaneous expenses.

EIGHT suggestions for incorporating health into the program of a women's club have been prepared and published by the division of health of the New York State Federation of Women's Clubs, while further advice in following them up will be supplied on request. The division chairman is Harriet W. Mayer, 169 North Fulton Avenue, Yonkers, N. Y.

THE DREAM of Florence Nightingale for a world-wide ministry of nursing will be realized almost literally in Montreal, July 8-11, when nurses from nineteen countries will convene at the sixth quadrennial congress of the International Council of Nurses. Between 5,000, and 7,000 are expected to be present, representatives of a membership of more than 132,000 graduate nurses.

In the general sessions and in the daily round-table meetings, leaders from various countries will direct the discussions on important phases of nursing education, administration, and technique. The three sections, on nursing education, on public health, and private duty, will consider questions peculiar to those particular aspects of nursing.

At the general session on Tuesday evening, July 15, the presiding officer will be Mrs. Bedford Fenwick of England, founder of the International Nursing Council. This session will picture the growth of nursing the past thirty-five years from widely divergent efforts on the part of individual groups to a world-wide profession with everywhere a similarity in problems, standards, and objectives. Headquarters of the International Council of Nurses are located in Geneva, Switzerland, where contacts are maintained with the nursing groups of thirty-one countries and where a quarterly magazine is issued. Mrs. Christiane Reimann is executive secretary at headquarters and she, with Miss Nina D. Gage, president of the Council, and Miss F. H. Hersey, president of the Canadian Nurses' Association, are in charge of arrangements for the coming congress.

"The International Council of Nurses stands for emancipation of nursing from servitude," declares Miss Gage. "It works for medical and public support for the educational, professional, and economic status of nursing." Self-government for nurses in their associations is the essential idea of the council, which is working constantly to raise higher the standards in nursing education and ethics, and of public usefulness among its members.

Founded by Mrs. Fenwick in 1899, the International Council of Nurses numbered three allied groups in 1904, the nursing organizations of England, United States and Germany. The largest constituent member at the present time is the American Nurses' Association with more than 76,000 members. In the order of their affiliation, the national nursing groups of the following countries have entered the International Council of Nurses during the past quarter of a century: Canada, Denmark, Finland, Holland, India, New Zealand, Belgium, China, Italy, Norway, South Africa, Bulgaria, Cuba, France, Irish Free State, and Poland.

THE NURSE SILHOUETTES accompanying Miss Beard's article on the preceeding pages are taken from the 1928 report of the Hartford Visiting Nurse Association, a brief blue-and-white document as attractive in its format as it is impressive in its facts. In addition to a generalized program, the Hartford Association has four specialized services: obstetrical, hourly, maternal milk, and visiting housekeeper. The hourly nursing service is destined to solve some of the nursing problems of middle-class people, who do not need and cannot afford the full-time services of a professional nurse and through it can get nursing care at an hourly rate, for the needed part of a day. The income of this service, which at present averages $93.25 monthly, goes to pay the salary of the nurse. The obstetrical service functions as an accomodation to patients who do not go to hospitals for obstetrical care. The maternal-milk service, which acts as agent of the Junior League, has had an outstanding year, extending its work to Waterbury, New Britain, and other adjoining towns. The visiting housekeeper supplements the work of the nurse in the home, by staying with the children in the mother's' absence to clinics, assisting in taking children to clinics, supervising the housekeeping in homes where "little mothers" are in charge, and holding little mothers' classes in settlement houses.

OBNOXIOUS GERMS shall be denied the freedom of the air, insofar as the U. S. Public Health Service is concerned. Quarantine regulations of the service have been amended to provide adequate health supervision over airplanes entering this country from foreign ports or from the dependencies of the United States. Like a vessel, any airplane clearing for a destination in or under the jurisdiction of the United States "shall be required to obtain a bill of health in duplicate, signed by the proper officer or officers of the United States as provided by law."

TRAILING as the arbutus in the spring comes the crop of campaigns to lead girls to health and beauty and, simultaneously, away from the too-high tuberculosis rates which are recorded for American women between the ages of fifteen and twenty-five. (See The Survey, April 15, 1929: Wisconsin Girls Hit the Trail; and November 15, 1927, The Beauty Motif, by Virginia Wing.) Among the new ventures is The Rainbow Trail to Beauty, Health and Charm, sponsored by the Tuberculosis and Health Society of Detroit and Wayne County. The "trail" began in February with an initial enlistment of 20,000 girls and every prospect for many further recruits. Attractive posters and bulletins emphasize the subjects selected for each of its five months: fresh air, good food, rest and relaxation, posture and clothes, and vacations. One especially clever wrinkle is the Rainbow Beauty Trail pin, which looks like a fraternity pin and bears the mystic Greek letters Kappa, Upsilon, and Chi, which are declared in the literature to stand for its three objectives, beauty, health and charm. The offices of the society are 51 Warren Avenue, West, Detroit, Michigan. Mary G. Matheson is the trail director. The agencies cooperating in the trail include the Wayne County Medical Society, the city Departments of Health Education and Recreation; the Detroit Council of Churches, the Young Women's Christian Association, the Parent-Teachers' Association, the Camp Fire Girls and Girl Scouts, the Mother and Daughter Council, industrial groups, banks, and department stores.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Campus Standards of Living

By JESSICA B. PEIXOTTO

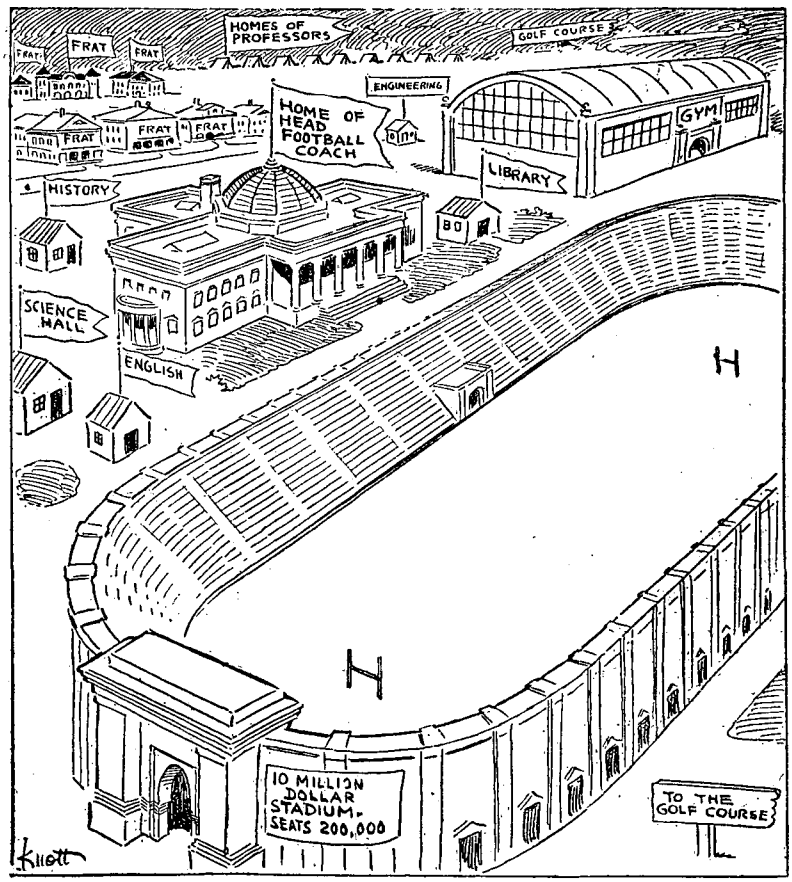
APPARENTLY, interest in the costs of the professional standard of living as compared with the salaries paid is increasing in the academic world. During the past year, two intensive studies of the economic condition of the professor have appeared in printed form.

In his foreword to the Yale study, President Angell of Yale University says, "the problem presented by academic salaries is, in many ways, the most urgent now confronting American education." Both books emphasize the risk the nation runs when, as President Angell puts it, "the financial standards of these salaries" are such that able men are "estopped from entering it by its sheer financial shortcomings." Both investigations start from the assumption that the academic man asks no luxury standard of living. Both agree, however, that while professional men are themselves willing to take modest pay in return for the "intrinsic rewards" of a scholarly life, they naturally hesitate "to subject their wives to the prospective hard and unremitting physical drudgery" which low salary implies.

The Yale faculty study used a schedule designed to get only the facts about the newly known goods which the current, machine-driven, industrial life has introduced to us and gradually included in our notion of a comfort standard. The schedule thus asks, as indices of this standard, for facts concerning the automobile, educational expenses for children, travel.

The findings of the Yale study sum up in conclusions similar to those of the previous, more intensive study at Berkeley. In both cases, the salaries, even those of the full professor with twenty-five years of service behind him, showed a total that fell considerably below the sum required to pay for the scale habitually taken for granted as the way of living of fairly successful men in other professions. In the Yale study, the results led the investigators to conclude that, "taking into account the expenses to which his position subjects him, judging by the home that he is able to maintain, the American university teacher lives essentially as do men of the skilled mechanic class."

On the other hand, the "reasonable" standard of living for a professor after twenty-five years of service, as formulated by the Yale committee, is as follows: a home in a ten-room house, free from mortgage; one full-time servant, and some occasional service; children educated in a preparatory school, college, and professional school; an automobile. Given the prices prevailing in New Haven, the costs of this level of living in New Haven total about fifteen thousand dollars a year. The inquiry evidences that the professor at Yale who receives the minimum pay of his rank gets a salary which will pay for about one-third of the costs of such a standard. If he gets one of the higher salaries now paid to academic professors, he gets about half the costs of this standard. According to the facts gathered, even the most highly paid professor must make distinct economies to buy for his children the kind of education which he and his colleagues offer.



Knott in the Dallas News

The university of the future?

Other interesting facts appear as the social data and the standard of living are examined in detail. The Yale study includes the unmarried as well as the married members of the faculty, embracing, as a whole, about 63 per cent of the total list. Of these, about three-quarters were married, a percentage which naturally included more of the higher ranks than of the lower.

For those who have never thought about the subject, the following conclusions, as a result of the study, may be

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

startling. It is asserted that, given prevailing prices and standards, the facts show unmarried men with $3,000 a year have no great surplus but have comfort; that, with $5,000, a single man can live without self-denial, with a surplus to devote to travel and recreation. A married couple with no children can live simply on $5,000 in a home with four or five rooms, located in a good neighborhood; they can save eight hundred to a thousand dollars a year if they have no sickness to use up that surplus, but they can have no service. A married couple with no children and $6,000 can pay $1,200 rental, which would give them a comfortable home; they could afford a full-time servant and spend two hundred and fifty to five hundred dollars on insurance, or, by omitting the servant, save a thousand dollars. Even with $7,000, only a childless couple can have a comfortable home, service, and surplus.

As for the married who have young children, it is bravely asserted—and all the facts of the California study bear out the assertion—that, with $6,000, an academic family can barely break even, what though the wife does all the housework and they have only a cheap car. The husband feels driven to outside work at least during vacations. The results of both investigations suggest that, with one child, a couple can have an automobile, one servant, and maintain the general mode of living required, including the owning of a car, only if the income reaches $8,500 annually. If the children are to have the necessary schooling up to and through college, there can be no service and there will be no surplus even at $8,500.

It is evident throughout the Yale study that the costs of education fall far more heavily upon those who want it on the Atlantic Coast than upon those who live on the Pacific Coast, and this because custom on the Pacific Coast dictates using the public schools. In the California study, education costs were low. One-third of the families spent less than fifty dollars on education; none with incomes less than $8,000 spent more than four hundred. On the other hand, Yale families seem to consider private schooling a necessity, and spent from two hundred to twelve hundred dollars annually on the education of their children.

THE question of servant-keeping is, of course, a debatable one. Whether or no a woman who is expected to perform hospitality and the other aspects of leisure-time pursuits should also be required to do the full round of her household administration herself, is possibly an open question when viewed logically or even from the standpoint of the general social utility. Custom, however, still affirms the exemption, wherever possible, of professional women from full-time domestic service. Some "help," occasional or continuous, is ordinarily conceded to be the right of the professional man's wife. In both studies of academic faculties, the employment of regular servants was found to be rare. Ten per cent of the California families, and 16½ per cent of the Yale families had absolutely no service. At Yale, the proportion of families with a full-time servant varies with the academic rank. Ten per cent of the instructors, one-third of those in middle rank and three-fourths of the professors, definitely belong to the servant-keeping class. Forty-two per cent of the Yale faculty had full-time service. The median annual cost of regular service proved to be $780 a year for the instructors, $820 a year for assistant professors, and $1,105 for associate professors. A very different custom is indicated at the University of California, a difference possibly caused by higher costs of domestic service and more democratic traditions. While 56 per cent of the full professors at Yale had full-time domestic service, and 8 per cent had three or more servants, at California only 7 per cent recorded full-time service and none reported more than one full-time servant.

INCOMES AND LIVING COSTS OF A UNIVERSITY FACULTY: A report made by a Committee on the Academic Standard of Living Appointed by the Yale University Chapter of the American Association of University Professors, with a foreword by James Rowland Angell, president of Yale University. Edited by Yandell Henderson and Maurice R. Davie. Yale University Press. 170 pp. Price $2.00 postpaid of The Survey.

GETTING AND SPENDING AT THE PROFESSIONAL STANDARD OF LIVING. By Jessica B. Peixotto, professor of Social economics, University of California. Macmillan. 307 pp. Price $2.25 postpaid of The Survey.

DOMESTIC service and automobiles are possibly not comparable comforts. The desire for an automobile today probably outweighs whatever longing for ease and reputability inheres in servant-keeping. Both on the Pacific Coast and the Atlantic, irrespective of income, the larger proportion of academic families own cars. The proportion of car owners increases, of course, with income and even with academic rank; and the quality of car also changes. Sixty-four and one half per cent of the Yale families owned cars. A fourth to a third of these were "used" cars. The statistics on average annual mileage indicated that the car was not for extensive touring but largely for town use. Judging from the replies, the car was for recreation, often the only means used for spending the evenings, Sundays, and short vacations pleasurably.

Professional associations, clubs, travel and vacation were investigated as items appropriately included in the professor's costs and standard of living. Yale men spent considerable sums on professional organizations and social clubs, but the figures made it clear that the married men felt called upon to slight such professional obligations in order to give their children social advantages.

As for travel, 66 per cent of the Yale married men reported expenditure for travel. This item of expenditure was in glaring contrast to the same expenditure as reported at the University of California where only 27 per cent spent money for travel. The statistics showed that marriage and the presence of children in the house definitely reduced the number of those who spent money for travel. As for the reputed long vacation of the academic man, the report at Yale gave evidence, as the reports at California had shown, that necessity certainly shortened this period. One-eighth of the Yale faculty investigated reported taking no vacations. Of these, 75 per cent were married men with children. The Yale men reported an average vacation of five to six weeks. In California, the average was less than four weeks. The necessity of doing extra paid work during vacation in order to add to a low salary, appears in both reports.

Where incomes are of the size that merely balance living expense, the hazards of the future constitute a need for further subtractions from the satisfactions of the present. The members of the faculty at Yale made such subtractions; they reported cash savings and investments, and especially insurance, in varying amounts. Ninety-four per cent of the California families made some form of payment for

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

investment, saving, or insurance. Ninety-two and one-half per cent of the Yale families did the same. The average insurance premiums were distinctly higher at Yale than at California, and it would be absurd to call the Yale insurance high. The median annual premium for members of all ranks showed a relatively small amount of insurance carried. Only twelve were paying premiums which would permit a policy of $25,000. The general tendency seemed to be to insure in proportion to income.

While this book is likely to be read by special students more than by the general public, it has a utility far beyond the small group who study standards and costs of living. Social workers who desire to face the truth about what it costs to live a "comfortable" life will do well to study its pages carefully. People who irritate the poor by scolding because they do not save will possibly leave off such unfair admonishing if they can grasp the facts these studies of comfort standards tell.

A Way Out for Misfits

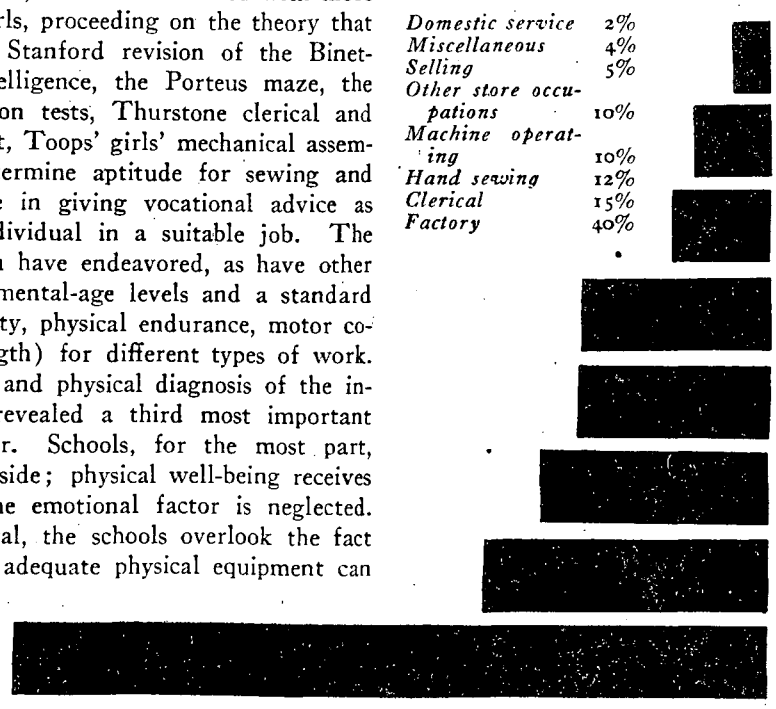
By EMILY T. BURR

IN our democratic desire to educate everybody, we have apparently twisted that article of our national faith, "All men are created equal," into "All men are created the same." Our schools have accordingly been planned for only one type of individual and have been overemphasizing the purely intellectual processes and neglecting to produce well-balanced and emotionally adjusted individuals. We are beginning to realize that many children are struggling through highschool who should never have attempted the academic program of our secondary schools. Others, fearing failure, drop out, generally during the first or second year, having gained little or nothing from highschool experience, and all too often with a marked "failure habit." There is an obvious need for more highly specialized training of young persons who cannot assimilate the academic program of our secondary schools.

Many agencies outside public-school systems have been organized to try to meet the need of the boys and girls who, because they do not happen to be the academic type, are misfits in school. In New York City, one such agency is the Vocational Adjustment Bureau, established nearly ten years ago. To this bureau come girls who fail to adapt successfully to the careers they or their parents have selected. Beginning on a very small scale, it has now worked with more than five thousand such girls, proceeding on the theory that various tests, such as the Stanford revision of the Binet-Simon test of general intelligence, the Porteus maze, the Woodsworth-Wells direction tests, Thurstone clerical and typing tests, Monotony test, Toops' girls' mechanical assembly tests, and tests to determine aptitude for sewing and sorting, are of importance in giving vocational advice as well as in placing the individual in a suitable job. The psychologists at the bureau have endeavored, as have other investigators, to establish mental-age levels and a standard of physical ability (dexterity, physical endurance, motor coordination, muscular strength) for different types of work. In addition to the mental and physical diagnosis of the individual, there has been revealed a third most important item—the emotional factor. Schools, for the most part, concentrate on the mental side; physical well-being receives some consideration, but the emotional factor is neglected. This means that, in general, the schools overlook the fact that high intelligence and adequate physical equipment can both be nullified under the stress of emotional maladjustment.

Mollie J., a brilliant young girl of nineteen, a highschool graduate, was referred to the bureau by the personnel director of one of the firms for whom Mollie had tried to work. She brought with her a history of an unprecedented number of "hires-and-fires" each month. None of her numerous employers questioned Mollie's secretarial ability. All her difficulties were ascribed to her inability to get on with other people, her temper tantrums when she was criticized, her failure to adjust to any change in office routine. When the psychologists at the bureau talked things over with Mollie, on the basis of tests, and inquiries at the offices which she had worked, Mollie said tearfully, "Nobody ever told me not to argue. I have to have my way. I always did have to have my way."

Mollie was an only child, much petted and indulged at home. The bureau followed her record through school, and found that she had had frequent exhibitions of temper in class. She was sent home when these outbursts occurred, but no effort was made to get at the roots of her behavior, or to help her attain self-understanding and self-control. Under the guidance of the psychologists at the bureau, Mollie improved and is now able to hold a routine clerical job. Because of her earlier experience, it seems unlikely that she will ever achieve sufficient stability to have the success her mental and physical equipment should make possible for her.

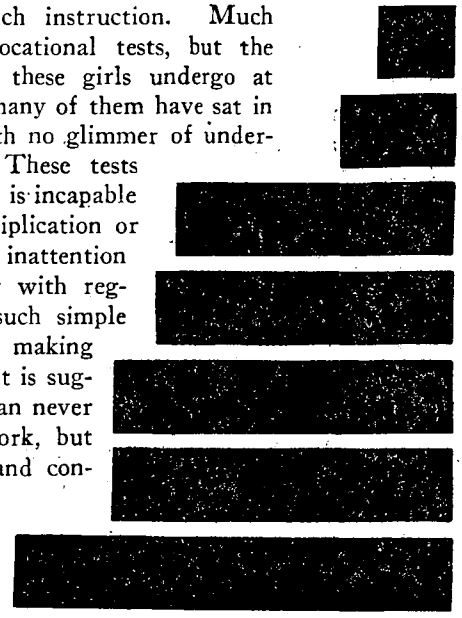


Almost half the untrained and mistrained girls who sought vocational help in a typical month (October, 1928) were placed in factory jobs

The life stories of the two thousand girls examined last year by the Vocational Adjustment Bureau reveal many tragedies rooted in the fact that the girls (or their parents for them) have insisted on occupations in which silk stockings and an office atmosphere are taken as the symbols of desirable social position. Again and again girls of limited intelligence are wrecked, mentally or morally, by hard labor imposed on them by the vanity of relatives who refuse to recognize or fail to understand what the highschool has to offer and what capacity the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

girl has to take advantage of such instruction. Much has been said for and against vocational tests, but the results of the examination which these girls undergo at the bureau are proof positive that many of them have sat in highschool classes day after day with no glimmer of understanding of the subjects taught. These tests reveal, for example, that Jane Smith is incapable of mastering the intricacies of multiplication or division. They may reveal chronic inattention that will prevent her from doing with regularity (and hence with success) such simple exercises as dotting a line of i's or making p's out of a line of o's. Yet when it is suggested to Jane's mother that Jane can never be happy or successful in office work, but that she could be find profitable and congenial work in a factory, the reaction is frequently a denunciation of the bureau and the starting of Jane again on her hopeless quest for employment which, if she could retain it, would probably mean complete nervous collapse in a few years.



Placements in October, 1928, by industry

Sample cards	4%
Electrical supplies	6%
Miscellaneous	15%
Silverware, cosmetics, shoes, domestic service, leather goods, about 3% each	
Novelties	18%
Retail	18%
Clothing	23%

Jane Smith and her sisters create a "floating population" of would-be workers who, after submitting to vocational tests, refuse to abide by the verdict and persist in demanding jobs for which they are unsuited.

A problem of another type arises from the large number of children, who each year become discouraged with repeated academic failure and drop out of school. Such young people are unprepared for the demands of the work-a-day work. They take the first opportunity opened to them in the field of unskilled labor. This means, with the majority of young girls of this type, less than a living wage.

On the basis of their experience with girls who have tried to make their own way with no training whatever, and with girls unsuitably trained, those in charge of the vocational adjustment feel that short unit courses offering definite training for specific lines of work would have great educational usefulness. As an experimental beginning along this line, the bureau is cooperating this year with the Board of Education in conducting special courses at Public School 66 for the benefit of children without scholastic aptitude and generally classed in the lower bracket of intelligence.

Because the bureau has at certain seasons more calls for sewing-machine operators than it can fill, some of these girls are being trained in electric-machine operating. Both "zig-zag" and "straight seam" sewing are taught.

Paste work is another line in which the demand for skilled workers is frequently greater than the supply. Some experience in this work is demanded by most employers, or, if an unskilled hand is engaged, she must be able to learn quickly from the forelady. This sort of instruction a dull girl cannot grasp. She must be shown over and over again, and it is almost impossible for her to "learn on the job." Packing, folding and inserting paper, and sample mounting are also taught, and, with the techniques, the importance of neatness, precision, reliability and quietness. Even before the end of the first year of this experiment, these courses show interesting and significant results.

Mary G. dropped out of school at fifteen after two failures in the sixth grade. Mary was absolutely untrained, and had a hard time to find any sort of job. She held a position as stock girl for two months, but found the task too exciting and had a nervous breakdown. Because of this illness, she was sent to the bureau. She was found unsuited even to such simple work as stock listing, but when she was given lessons in machine operating she responded with enthusiasm. She quickly grasped the technique and now (four months after the conclusion of her short training period) she is happily employed in a large, high-grade factory where she earns twenty dollars a week.

Her over-ambitious parents forced Jenny to attempt highschool. Her program included algebra, history, biology, English. Jenny was bewildered by these subjects, and could not understand her daily assignments. She had always found lessons "hard" and had been forced to repeat the seventh and eighth grades. Failure in the first quizzes of the term so humiliated her that she decided she could not face her family. She took money from her mother's purse and bought a ticket to Poughkeepsie. When she was found and brought home, Jenny was referred to the bureau. Tests showed that she had a mental age under thirteen, and was lacking in powers of analysis, ability to comprehend and follow directions that were at all involved, or in which judgment was required. She did possess manual dexterity and some arithmetical ability. She took a course in sample mounting and now has a position where she earns fifteen dollars a week.

Sarah L. came to the bureau as a failure becausue of the wrong type of training. Like Marcy C., Sarah left public school when she finished the sixth grade. She then took a nine-months course in a commercial business school. Within a few months, Sarah had held and lost seven jobs, to which she was referred by the school. A personnel director sent her to the bureau. Tests revealed that Sarah, with a mental age of eleven, was struggling to perform work which no girl of mental age less than sixteen has ever been found to carry on with success. Sarah is greatly interested in the short course in packing which she is now taking at Public School 66, and there is every reason to believe that she can be satisfactorily placed when she completes it.

The bureau has also experimented in the possibilities opened up by similar unit courses for girls of a somewhat higher mental level.

Through the hardest kind of effort, Rose H. succeeded in getting through two years of highschool, but in her third year she failed repeatedly. She was so unhappy and discouraged that she could not speak without tears rolling down her cheeks. When it was suggested that in another line of endeavor she might make a fine record, she agreed to take a course in comptometer machine work. This course is very short—three weeks of intensive training. At the end of her course Rose was able to earn fifteen dollars a week. She is happy in her work, her health has greatly improved, and she looks forward to taking further training, to prepare

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

herself for a better job with the same concern next year.

Fannie K., an untrained public-school graduate nineteen years old, had been working for three years at various jobs —packing candy, sewing, addressing envelopes and doing stock work. She had never earned more than twelve dollars a week, and had great difficulty in supporting herself. The bureau obtained for her a scholarship in comptometer work. She took a two-weeks course, and secured a position immediately at an initial salary of eighteen dollars a week.

Few public education authorities realize as yet the differing needs of individual children and the importance of administering learning in variable doses, strengthened or weakened to suit the requirements of the particular child. Mass education means the administration of general mental nourishment, with the result that children needing a special diet come out of the educational refectory underfed or nauseated with the compulsory menu forced upon them. Society is ill prepared to pamper the weak or the unequipped who have their own living to make, with the result that they are thrown out of school into an industrial world where they become a problem to themselves and to the community. Any one who works with an organization like the Vocational Adjustment Bureau comes to feel that such agencies are performing a valuable social function, under the limitations imposed by lack of public financial support, in trying to temper the wind to these shorn lambs. Where such an agency can work in cooperation with the public schools the range of its usefulness is broadened, and its value to the individual and to society immeasurably increased; and society needs the adjustment of individuals to the vocational world.

Nursery Schools and the N. E. A.

By ANNE ROLLER

"HOW can the public schools better serve democracy, increasingly produce a high type of citizen?" This was the general theme of the Department of Superintendence of the National Education Association which recently brought together twenty thousand school superintendents, teachers and public officials in Cleveland. Two evening sessions were devoted to the nursery school as it relates itself to a democratic school system.

Helen T. Woolley, director of the Institute for Child Welfare Research of Teachers College, Columbia University, opened the discussion of preschool and parental education—subject of the twenty-eighth Yearbook of the National Society for the Study of Education. She expressed the conviction that the nursery school must in time be made available to all children.

"But before preschool education becomes a recognized part of the public-school system," she said, "we need to learn more about the physical, mental, emotional and social life of the very young child, we need to learn what is the best approach to parents, we need to work out an effective teaching technique. Research, parental, education, experimental schools must continue before preschool education is ready for the school system as a whole."

While agreeing that universal preschool education is at present impossible, Carleton W. Washburne, superintendent of schools at Winnetka, Illinois, argued effectively for experiments inside the public-school system. "Children's basic habits and attitudes have been established before their sixth year and the most successful kindergarten and primary teachers cannot undo some of the mistakes of parents," he said. "Through a well-organized nursery school, the public schools can exert considerable influence on the training not only of the few children accommodated there, but also of preschool children in their homes. It becomes possible to offer an advisory service to all parents, letting them know what habits of washing, dressing, eating, sleeping and behavior can be expected of children at various age levels. The cost of preschool training, admittedly high, must therefore be counted against all the parents in the community, not only against those whose children are in the nursery school."

Courtesy The Ounce

Builders of Tomorrow

Education for parenthood as a necessary corollary to preschool training of toddlers was discussed by Edna White, director of Merrill-Palmer School, Detroit, who pointed out that many nursery schools have been established at the request of intelligent parents as a supplement to, rather than a substitute for, the home. An interesting tendency was noted to date back training for parenthood into earlier and still earlier years, "pre-parental" courses being offered not only by colleges, but more and more by highschools and grammar schools. Miss White emphasized the point that leaders rather than teachers are required for the training of parents. Not only facts but attitudes toward life are important, for the family must function in the total development of the child.

This emphasis upon the "whole child" —motor, linguistic, physical, intellectual, emotional, social—was carried further on the second evening in a discussion of research by Arnold Gesell, professor of child hygiene and director of the Yale Psycho-Clinic.

"Child development," he said, "is a branch of human biology, involving anatomy, physiology, nutrition, pediatrics, psychiatry, clinical, genetic and experimental psychology, all converging upon the central problem of human growth. In spite of the intricacy of this background, growth becomes a simplified concept under child study, eliminating artificial differences between the sciences. Personality make-up as a whole is the aim in the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

nursery school. For reasons of research, therefore, it is important that the nursery school be kept free and experimental. Any tendency to crystallize into a pronounced mold would be deplorable."

There is little danger of standardization at present, according to the report on methods employed in fourteen nursery schools studied by Patty Smith Hill, professor of education, Teachers College, Columbia. Differences are inevitable, she pointed out, because preschool education has been fed from so many sources—the private home, day nurseries, kindergartens, Montessori schools, home economics groups. But all fourteen agreed upon three fundamentals: in the nursery school there is no instruction except as it grows out of experience in a carefully planned environment; the curriculum includes not only school subjects but the acquiring of habits and the opportunity for free expression in nature, literature, art, science; the technique of teaching the very young child emphasizes the need of liberalizing him from undue dependence upon adults.

MENTAL-HYGIENE aspects of preschool and parental education were presented by Dr. Douglas A. Thom, director of the division of mental hygiene, Massachusetts Department of Mental Diseases. Defining mental health as "that state of mind which allows the individual to get the greatest amount of happiness and efficiency with the minimum amount of effort," Dr. Thom urged the necessity of a knowledge of the rudiments of mental hygiene on the part of parents, teachers, nurses and all who have to do with the education of infants and young children, in order that these might grow to adulthood unhampered by undesirable personality traits.

The National Council of Childhood Education was another section of the N.E.A. devoting much attention to the nursery school. One session, a joint one with the Department of Superintendence, took up the relation of creative education to the science of education as a whole, another considered the articulation of practices in nursery school, kindergarten and primary grades.

Concerning themselves not with small children but with pre-parents in highschools and colleges, three thousand deans of women discussed the problems of modern flapperdom in the throes of acquiring—or successfully avoiding—an education. According to several speakers, the straight-laced middle-aged dean many of us remember from student days is incapable of handling the problems of the present-day campus. Eleanor Rowland Wembridge, well known to Survey readers for her delightful pen pictures of youthful friends from the Cleveland Juvenile Court, said that girls don't like deans because deans seldom possess the qualities that girls admire.

"Girls can dance better, wear clothes more becomingly, have more beaux, play better tennis and basket-ball and swim better," she said. "All the things that girls like they do better than we. If they can't admire and imitate us, we'd better try to admire them. There are many things we can admire in college girls today. They call this the wild age. Girls are wild to dance, wild to spend money, wild about boys. We ought to study the technique of the wild-animal trainer. I don't mean we should crack the whip; just copy the infinite patience of the lion-tamer. And remember he loves his animals."

Dr. Clarence C. Little, whose resignation as president of the University of Michigan becomes effective in June, was equally frank in deploring what he termed the crystallized psychology of many deans. In his opinion a committee of three young women could better advise, counsel and discipline a student group than one older dean. The youthful appearance and lively opinions of many attending this section of the conference raised the hope, nevertheless, that there is still common ground where dean and flapper may meet.

THE INSTITUTE for the Co-ordination of Women's Interests at Smith College is offering for the first time a summer institute to be held from June 26 to July 17. The announcement states that "the courses are designed to give to college graduates, striving to maintain a balance of family and intellectual interests, the results of the four years' study which the institute has made of their problems." The summer institute is further "designed to give to those who have felt a lack in the curriculum of the liberal arts college of practical courses, directly applicable to the home situation, an opportunity to survey briefly the material of such courses." The courses will be open to all college graduates. Classes will be held in the mornings, lectures in the evenings, and the afternoons left free for recreation.

THE INSTITUTE for the Study of Law at the Johns Hopkins University is planning to publish a survey of all studies and research in or related to law now in progress or completed during 1928. The object of the survey is to present a picture of the work of all groups whose studies are concerned directly or indirectly with any phase of law or involve the use of legal materials, in the two-fold hope of making such studies available to a greater number, and of preventing future duplication and overlapping. A questionnaire has been sent to faculties of law schools and faculties in economics, political science, sociology and psychology of American colleges and universities, as well as to organized research bureaus, foundations and commissions. Those who have not received this questionnaire and are doing work they believe should be included in this survey are requested to write to the Institute for the Study of Law about their work. It is hoped to get this material in hand in time for June publication.

A YEARS' program made up of four sessions is announced by Ashland College, which held its first experimental adult school last summer (see The Survey, June 1, 1928, on page 277). The year's work will begin with a summer term, July 5 to August 30. The fall term will cover September 15 to November 23, the winter term January 6 to March 15 and the spring term April 7 to June 14. A student attends only one session. The school is open to adults over eighteen years of age without regard to previous academic training. The school, an adaptation of the Danish folk school idea, is planned particularly for "those young men and women who are mentally awake or of an inquiring turn of mind, those who are seriously trying to discover the meaning of life and their own place in it." The school work is centered in various life situations, and the group may chose the problems or subjects to be considered and the order in which they are to be taken. The cost of a ten-weeks fall, winter or spring session, including board, room, laundering of bed linen and tuition is $180. Expenses for the summer session are somewhat less. Not more than twenty-five students will be registered in any one session. Full information may be obtained from Chester A. Graham or Aage Moller, Ashland College, Grant, Michigan.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Perspiration at Zero

By ISABELLE DENISON ROSENSTIEL

AMONG the wooded hills to the east of the Hudson, not many hours distant from New York, there lies an old settlement in which the native stock still predominates. And it was there, one cold winter night more than four years ago, that a quiet house on a quiet street echoed with an unexpected onslaught of children.

First were to be observed two small figures, crunching up the front steps and clasping firmly—not to say insistently—the hands of a third who lagged between them. In fact, they might be said to be hauling him in. Yet none of the shrill jeers or ribald language of small boys in the heat of an encounter, accompanied this demonstration. The proceeding was evidently friendly. But heat of some kind there obviously was. When the door was opened and the trio admitted to the hall, perspiration was pouring from the face of the haulee, though the thermometer was at zero. He shook aside the hands of his bodyguard in order to wipe it off. Then he took off his cap.

He was Chinese.

"Does that lady live here?" inquired the spokesman. "What lady?" he was asked. "The lady that looks after children," was the answer, a little anxious. "You mean the county children's agent?" By this time the lady herself was coming down the stairs. Then they told their story.

They knew Jimmy at school. He lived with the laundryman. No, not his own father. How did they know? Jimmy heard him say so to another man. What was the matter? Jimmy had to work, work, work. He ironed sometimes till twelve and one in the morning. But that was not all. There were beatings, and little food, and hardly any clothes. Jimmy had spent nights in hallways, when he was afraid to go home. Sometimes he took to the woods, and his young friends brought food to him. How long had this been going on? Oh—ever since the family first came from California in the fall. Did Jimmy ever remember living anywhere except with the old Chinaman? No, he didn't. That had been a long time.

"He was scared to come here," volunteered one of the boys, "but I told him you were all right." The perspiration was explained.

It was arranged by telephone that Jimmy would spend the night with his escorts, whose mother was willing. Whatever else Jimmy lacked, it was evidently not friends. About this time other children began drifting in. No less than seven arrived to ask for him, and the owner of the house began to question the wisdom of taking a children's agent to board. She laughs about it still.

Next morning the agent went to see the old Chinaman. He and his young wife and their family lived in filth unspeakable. He told conflicting stories, and still others in court; no amount of patient investigation has ever discovered the truth of Jimmy's origin. After he had surrendered the boy, he left the county, leaving with a surprised community a completely detached little boy of olive skin, gentle manners, and an engaging personality. In spite of mistreatment he was sound as to constitution, and his school work came up steadily when he began to get proper care.

And proper care has never failed Jimmy in four years. The children's agent of the New York State Charities Aid Association has seen to that. The fine old farm house a mile from town, where he boards, and the sympathies of the owner and his wife and grown daughter are all broad enough to include homeless boys. They receive just enough compensation to cover the actual cost of food and clothing. But no amount of money could pay for the happy home life and high ideals which this lad is privileged to share. With most of the breaks against him, he has so responded to his opportunities that today he is not only president of his class in highschool, but its honor student as well, concerned in many of its activities, and a regular (voluntary!) attendant at church.

We were inaccurate when we said Jimmy hadn't a penny. When the court finally placed him in the care of the children's agent, he had a capital stock of thirty-five cents and seven marbles. Using these as a trading basis, he began financial operations which are designed to take him through college. The first summer he spent in his new home he earned enough money to buy a bicycle so that he could ride to and from school instead of having to use the trolley. Last winter he had so far progressed that he entered the ranks of lenders. A friend of his wanted a new saxophone, but was temporarily embarrassed. With poignant

Courtesy Y.M.C.A.

Can an almond-eyed urchin of eleven, without a family, a penny or a pull, make a place for himself in an ordinary American small town and be happy into the bargain? "The chances are against it," the representative citizen guesses gloomily. "I don't see how," the cautious hearer hedges. "Well," says one town in New York state proudly, "it can happen. We've got the boy." The town has, too, a real example of a foster home at its best, and an understanding social worker to bring the two together.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

memories of how this feels, Jimmy came forward with the necessary twenty dollars and the condition that the loan would mean his own use of the old instrument until he learned to play it. This deal being honorably consummated, the farm heard the strangest sounds which had ever proceeded from its interior. Although the first painful throes were intense, they were relatively brief. Jimmy is now a members of the highschool band in good standing.

There are many difficulties to be overcome before Jimmy can attain even a part of his ambitions. All his life he is going to hope and struggle, to feel a gap between his accomplishments and his plans—no matter how far he goes. He is that kind of a boy. He may find that the brotherhood of man is not always so practically recognized elsewhere. But we don't believe that he will ever forget that when he was an unhappy stranger his feet were set upon a new path, a path that leads toward those things which he has grown to believe are among the best in life.

"I don't see," said Jimmy not long ago to his boarding mother, "why a man shouldn't be jolly even if he is a minister. I believe I'd like to try." Personally, we believe he could do it.

After-care in Children's Institutions

By LEONARD W. MAYO

PARADOXICAL though it may sound, the after-care program of the child-caring institution is primary; primary not only because it has direct bearing upon the life of the child, while he is in the institution and afterwards, but essentially because the foundations for after-care must be laid before the child enters. This implies that the institution must acquire definite and pertinent information concerning the child, the home and community from which he comes and an adequate picture of cultural background and community influences if it hopes to effect successful after-care treatment.

The after-care programs of institutions caring for delinquent children and those caring for dependent children are now foremost in the mind of the writer although many of the same principles are applicable to the follow-up of children who have been placed in foster homes. This latter in itself is a subject on which we have little data at the present time.

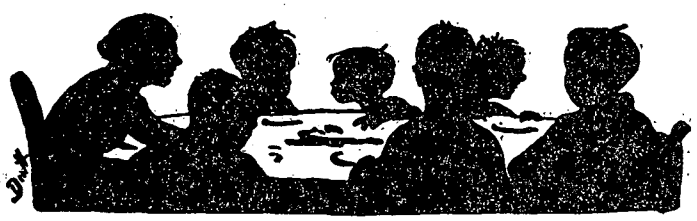
The after-care program is vital first to the individual child. Horticulturists agree that the procedure of transplanting is a delicate operation requiring special knowledge, some technique and skill. The transplanting of a child from one home and community to another—be it that of relative, a foster home or an institution—is no less delicate an operation and demands appreciation of what is involved in uprooting a plant from its native field and resetting it in a foreign soil. The procedure has certain emotional and psychological implications, which cannot be ignored if an ultimate adjustment is expected.

In the experience of a child who enters an institution, transplanting takes place not only when he enters but again when institution care ceases, and placement in a community is undertaken. Thus it is essential for the worker or supervisor to employ every skill and artifice at his command, recalling and evaluating the results and effects of the first transplanting, knowing in addition the progress and growth of the young "plant" in the institutional environment and the opportunities available outside.

Before the ultimate adjustment of the child has been made in the community, the well-rounded after-care program is of ready assistance in making a place for him in the new social group, helping to give him that sense of security which will be an adequate substitute for the "lost" feeling which inevitably follows the severing of old ties. This problem, of course, is accentuated when the children have been institutionalized for an unreasonable length of time.

There is no opportunity in this article for a discussion of the various methods and techniques which have been successfully employed in working out this problem of finding a niche for the child in his new environment and building him into it.

The after-care program of the child-caring institution is of primary importance to the institution itself as well as to the individual child. Progressive business organizations could not function without an adequate laboratory or research department. Department stores, manufacturing concerns, mines, and—coming closer to the institutional field—various educational organizations, devote time and study to a consideration of the results which they are actually obtaining and the efficacy of the methods they employ. The child-caring institutions of this country, in fact of the world, constitute one of the most scientific, and highly specialized projects in the field of human endeavor, and yet we are just beginning to realize that if we are to make any contribution to the



"Keep them together and happy through the year," begs the C.O.S. of Yonkers under this silhouette on its monthly news bulletin. But when a family cannot be kept together, sometimes an institution may offer the best chance for the children. In The Survey of October 15 and December 15, Dr. Ira S. Wile discussed the changing role of children's institutions; in the issue of January 15, R. R. Reeder analyzed the place which an institution may hold in a program of child care. Here the dean of the National Training School for Institution Executives tells why an adequate system of after-care is essential for the child, the institution, and the community.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

cause of childhood, we must of necessity evaluate our methods, set down in scientific form our techniques and treatment, and in some way set up adequate research machinery in order to determine just where we are going and whether after all we are successful in our ultimate objectives. A constructive program of after-care in child-caring institutions offers a logical and adequate means of research, and thus becomes not only an important but an indispensable activity of the institution itself.

In line with this, the after-care worker, who is observing with keen interest the failures and successes of his wards, will find himself constantly checking up on prevailing methods carried on within the institution. He thus becomes a field adviser and counsellor to the institution superintendent who is awake to the needs of his institution—needs expressed in the experience of children who have previously been under his care. This superintendent will be shaping new policies, and will look at the children within his institution not alone as the objects of immediate care, but as potential assets or liabilities in society ten and twenty-five years hence.

In addition, the after-care program which assumes the functions of a research department will enable institution leaders to examine analytically and objectively the readiness of the individual child to leave the institution. It is reasonable to suppose with these methods in use that there will be decided disapproval of the slipshod methods of placement by which the child is judged almost wholly on the basis of his institution record. Those who have supervised children on after-care, or have had directly to do with after-care supervision, will realize how important it is to see the child in the "total situation," as Thrasher indicates, and not only in the light of his institution adjustment. With the establishment of this progressive approach to after-care, institutions will realize that research material may be gathered by checking over a period of years the successes and failures of certain types and employing these records in determining the fitness for placement of similar types. An outstanding study has recently been completed in Illinois which illustrates this possibility of predicting adjustment or maladjustment based on a careful tabulation of all the contributing factors. (See The Survey, November 15, 1928, page 237: Who Will Make Good on Parole?)

To the general field of child welfare, the after-care activities of the institution are of far-reaching importance. Primarily this is true because of the unusual opportunities for reciprocity which exist between the institution and welfare organizations of the community. Acting through its after-care department, the institution may correlate its efforts and objectives with community organizations and all manner of welfare groups to definite mutual advantage. After-care directors are recognizing that certain agencies may work effectively in the reconstructing of homes during the period of institutionalization and, when the child leaves, the director may cooperate with vocational-guidance bureaus, mental-hygiene clinics, clubs, settlements, recreational centers, and the like. In a cooperative plan of this kind, the after-care departments become alert to developments in educational, sociological, and psychiatric lines.

Probably the most far-reaching factor in the importance of after-care to the general field of child welfare is the indisputable fact that the progressive after-care program is bringing about a closer and more constructive relationship between institutions and social agencies in general. Articles appearing in recent issues of the Survey and references in The Child in America, point to the child-caring institution as a "child-developing institution" and recognize its importance in the care and treatment of special cases. This is a significant trend, apparently indicating that the institution is finding its logical place in the field of child welfare. We are happily approaching the time when, in lieu of discussing foster homes versus institutions, the case worker and family organizations will consider both the foster home and the progressive institution on a par in planning for the care of a child, the choice made being dependent, of course, on the child and the situation in question. This closer relationship between the institution and social agencies will eventually be a decisive factor in raising the general tone and set-up of the institution to a more professional standard both from the standpoint of staff and treatment.

Definite progress has been made during the last few years in the after-care treatment of the institution child. It is, however, essential that every social worker within the institution and without recognize and appreciate the vital importance of constructive after-care, from the standpoint of the individual child, the institution itself, and because of its far-reaching influence and importance to the entire field.

A Jail for More Than Custody

By FRANK D. LOOMIS

COOK COUNTY, Illinois, where dwells Chicago, has a new jail and criminal-court building. In one respect, at least, the new institution marks a decided departure from American tradition. It departs five miles from it—it is located five miles from the business center of the city. Far away from the throb of Madison and State Streets, it has the situation of a hospital rather than a county court house. This may be significant.

The story of how the new jail got where it is, and of how it came into existence at all, is a thrilling chapter in the annals of civic enterprise. Like most counties, Cook County has had an old jail for fifty years—old when it was built and ever since, old in the popular conception of its purpose, old in its use as an over-crowded, stinking catch-all for despised humanity.

For twenty-five years Chicago has been talking of getting rid of the old jail. It was too small. The idea of many people was to build another jail, on the same spot, and just like it, only bigger. But there was opposition to this. In 1915 the Board of County Commissioners submitted to voters' referendum a proposal for a bond issue to build such another old institution. It was defeated. In 1916, 1917, and again in 1921 the referendum was repeated. Defeat

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

each time. The opposition came briefly from civic organizations and women's clubs who said that no adequate plan for a new building had been prepared and that the expenditure of millions in the loose way proposed would accomplish nothing.

The County Board then decided to ask the advice and assistance of the civic organizations. A small citizens' committee, consisting of leaders of the larger and more important bodies, was appointed. After a brief canvass of the situation they recommended a thorough survey, and suggested that the Community Trust—a civic and charitable foundation—be requested to employ some expert to direct it. The County Board acted accordingly. The Community Trust agreed to conduct the survey. It engaged George W. Kirchwey, former dean of Columbia University Law School, former warden of Sing Sing Prison, and now head of the department of criminology at the New York School of Social Work. The study made by Dr. Kirchwey, with his staff of assistants and much volunteer expert help, was begun in February, 1922, completed the following June, and—comprised in a volume of 230 large and closely printed pages—presented to the County Board and the public in July.

THIS report, reviewed at length in The Survey of August 15, 1922, attracted much favorable attention among criminologists and citizens interested in reform or in improving our administration of criminal justice. It came as something of a shock to the hard-boiled, shell-bound elements of our population. It analyzed carefully the problem of the county jail, its antecedents; its results; its overcrowded and insanitary condition; the character of the population; the indiscriminate mixture of bad and good; the unjust delays of justice; the unnecessary arrest and confinement of many innocent people; and recommended the building of a new central house of detention on an ample plot of ground, necessarily removed from the congested center of the city, to permit of a simple and elastic type of construction; with room for segregation, employment, education, and recreation of the various classes and kinds of persons who must be held awaiting their hour of trial.

There the report stood. For months nothing happened. The project was too big for quick action. In the fall the Association of Commerce, acting on request of a few citizens, appointed a small committee of business men to head up a larger committee including representatives of thirty social and civic agencies. The committee was organized for the study of the report, consideration and action upon its minor recommendations, and education of the public in its larger and general phases. Joseph R. Noel, a bank president, former president of the Association of Commerce, active in many civic organizations and public affairs, accepted the chairmanship of the committee.

This temporary committee is worthy of special mention because during the year that followed, the year 1923, through its speaker's bureau and its sub-committees on various ways and means, it did a great deal of hard work and laid the foundation for the successful public action which followed later.

The work of this committee reached some elements of the population, but not all. In January, 1924, a small group of lawyers came forward with a proposition for the erection of a magnificent skyscraper jail and criminal-court building, on the site of the old institution, near the heart of the city, at an estimated cost of twenty million dollars. Their proposal was submitted officially to the County Board via the good offices of the Bar Association. The question of the jail again made the headlines of our metropolitan newspapers.

The time had come for the County Board to act. It could not ignore the Kirchwey report. It appointed a larger citizens' committee requested to proceed to solution of the jail problem, and Joseph R. Noel again was made chairman. Included in the new committee were the members of his former committee and many others. There were major sub-committees on location, on jail requirements, on criminal-court requirements, with other minor or temporary committees on legal phases in connection with various proposals, on real-estate values and appraisals, on legislation; numerous conferences and hearings were held with county officials; with committees of the city council; with judges and officers of state, county and municipal courts; with prosecuting attorneys and assistants; with police officers and officers of jails, police stations, work-houses; with the agreement at last that the county would transfer to the city its interest in the ground under the old institution in exchange for ten acres of ground in the plot connected with the city's work-house, and that the new criminal-court building and jail would be built on this plot. The public approved a bond issue of four and a half million dollars in February, 1925.

Followed then two years of planning. In all of this the citizens' committee acted as the trusted agent and adviser of the County Board. Necessary state legislation was obtained. A threatened veto of the governor was averted. The successful transfer of property between the county and the city was negotiated. A sub-committee of five men, at their own expense, made an exhaustive tour of inspection of jails and prisons in several eastern cities, including Washington, Philadelphia, New York and Boston. Others went to Denver and Los Angeles. A committee of architects voluntarily assisted and advised with the official and very competent county architect. The revised and final plans called for more money. The citizens' committee helped to secure approval for an additional three million dollars of bonds. Contracts for the new buildings were let on December 30, 1926. Ground was broken on February 10, 1927; the corner stone was laid September 15, 1927, and the buildings were completed on March 15, 1929, and put into use on April 1.

THE new building, or buildings, themselves are not entirely unique. Civic bodies must yield something to custom-mindedness. The criminal-court building, a magnificent white limestone structure, seven stories high, looks like a court house. It has fourteen court-rooms, with well-equipped and ample rooms adjacent for grand and petty juries, waiting-rooms for witnesses; an entire floor (of a building 239 by 181 feet) for the state's attorney and his assistants; with another for the clerk of the criminal court and for bailiffs of the sheriff.

It faces on a broad and beautiful boulevard. Back of it are five jail units or buildings, rectangular in shape and four or five stories high. These are built parallel to each other, 343 feet long and 32 feet wide, with ample space between, standing transversely to a long corridor building which connects them at the center. The arrangement has been compared to a telephone pole, the corridor building being the pole and the jail units the arms. There is a tunnel

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

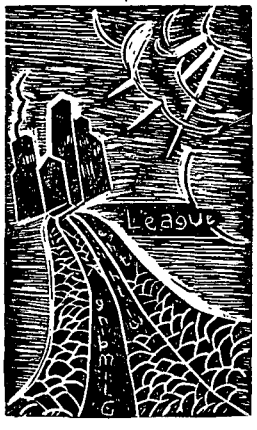
underneath the corridor extending into the basement of the criminal-court building, which will serve as the passageway for jail inmates.

The first of the jail units is the jail-administration building, for the superintendent, clerks and officers of the jail, providing quarters also for the complete housing, sleeping and feeding, separately, of twelve juries. The other four units consist chiefly of cell blocks, of which there are thirty-two units or blocks with thirty-nine cells each and a recreation room, visiting-room, and so on. Thus opportunity is afforded for complete segregation of various groups. There are in all 1,302 individual cells, besides some large open rooms which may be used for certain classes of inmates or prisoners.

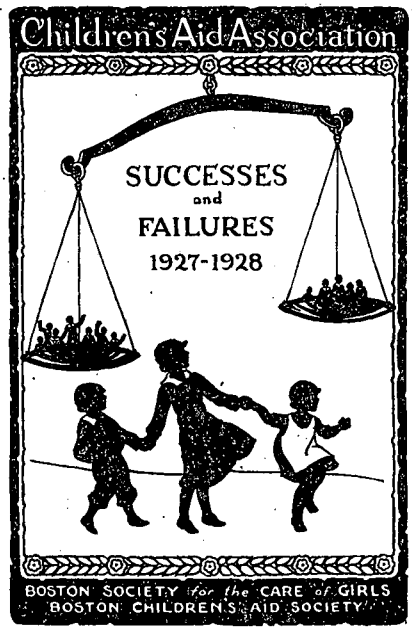
Undoubtedly the most unusual thing about this institution is its location. It stands not far from the actual center of population of the county and on a broad boulevard which extends north and south clear across the city of Chicago at its broadest dimensions, with good connections to boulevards and main highways from all parts of the city and county; it may be reached by automobile or bus without the necessity of driving through the "loop," Chicago's congested business center; yet it is near the centers of population, from which —tragedy of the slums—comes much of the jail's population. Its connection with the "loop," where lawyers and business men have their offices, is not too good. The street-car and rapid-transit facilities from this point are meager and require half an hour's time. Fifteen to twenty minutes are necessary by automobile. The taxi fare is $1.45.

The location is that of a county hospital rather than the traditional county court house and jail. But if this fact may tend to develop in the new institution more attention to the medical diagnosis and treatment of inmates, more psychiatry, more mental hygiene, more social service; if it may help, because of the difficulties and delays of getting there, to break down and discourage the elaborate and silly technicalities which criminal lawyers have built up to procrastinate and defeat justice—the endless appearances, hearings, continuances, waivers, suspended judgments, new trials —then Cook County's new jail will accomplish more than mere custody—and that is what many people hope for.

WHETHER or not social workers shall participate in matters of social policy outside their direct professional field appears not to be a moot question to at least three well-known members of the profession. The familiar signatures of Edith Shatto King, Neva R. Deardorff, and Henrietta Additron are affixed to a letter, sent out from the headquarters of the Women's Trade Union League in New York City with literature on the aims and activities of the league, urging their professional colleagues to join. "We, as social workers, all long to speed the day when those who work with their hands and machines will be prepared to make their full contribution in social and political affairs," the letter begins; and it concludes, "The league needs not only your name on its rolls, and your membership dues in its treasury, but also your advice on health, research and other programs in which it is working. It needs all you can give it. You will have no better opportunity in 1929 to function well as a first-class liberal than by joining the Women's Trade Union League."



AS CLEAR, convincing and attractive as the cover here reproduced is the story inside in which the Children's Aid Association of Boston reports on its work for 1927-28. Statistics, financial particulars and the like are relegated to the rear. Under the heading "successes and failures" the first pages give simply and touchingly the stories of eight of the 2,244 children with whom the association has worked during the past year—four in which it felt its aims achieved, four where not all its efforts and resources could avail enough. During 1928 the Supreme Court granted the petition of the Boston North End Mission that it be allowed to combine with Boston Children's Aid Society, one of the constituents of the association, which has been carrying on the work of the mission for the past three years. Like social agencies the country over, the association reports a difficult year financially, with more applications for service, and an ensuing deficit. Despite the deficit, however, the finance committee can announce with pleasure that it succeeded in reducing the cost of securing contributions, including all publicity, from the 23 per cent of the preceding year to 19 per cent. Contributions constitute 20 per cent of the Association's income; operating earnings and refunds, 28 per cent; income from invested funds, 45 per cent; while a deficit of 7 per cent was taken from unrestricted capital in the year of this report.

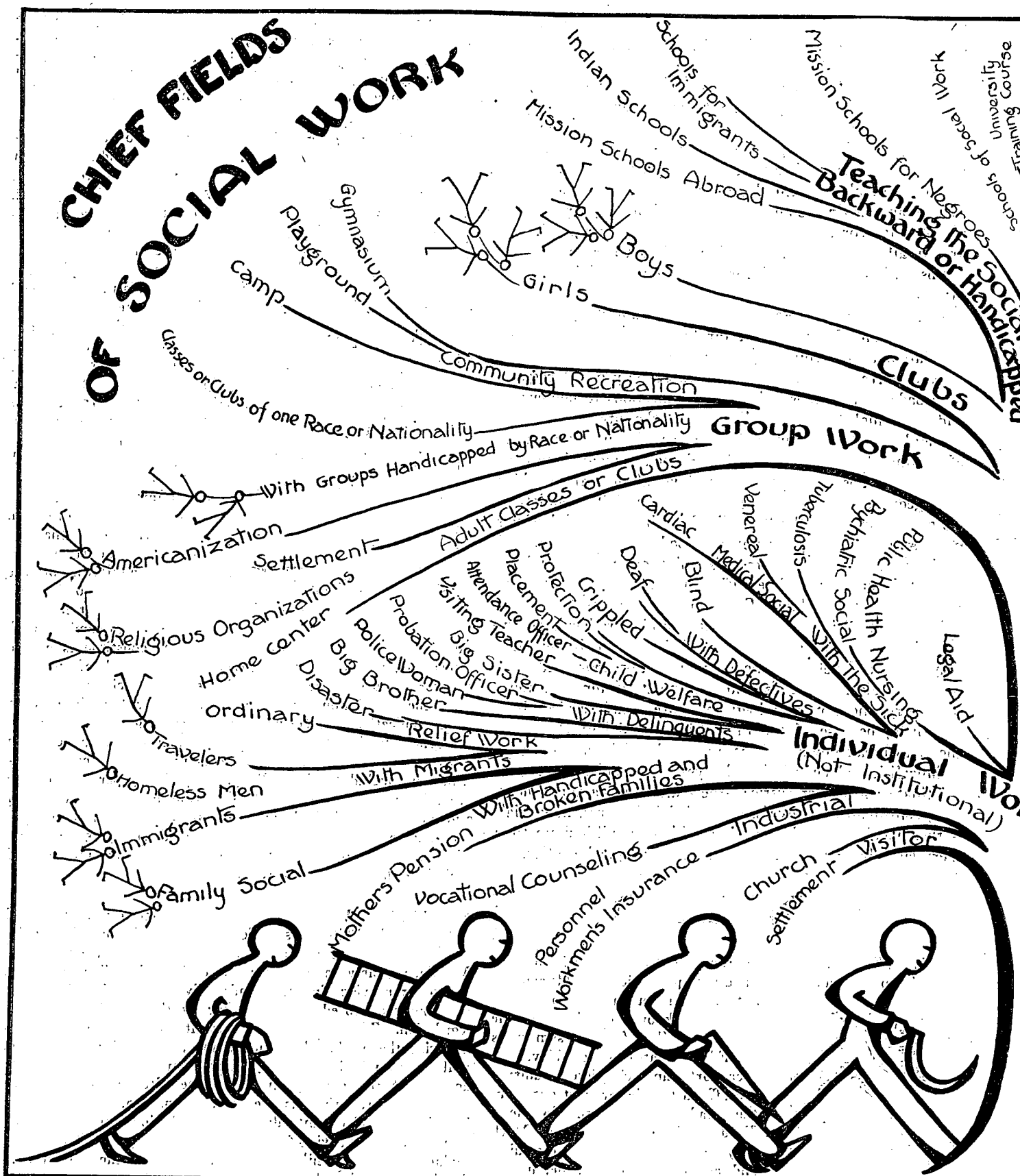


PROBATION WORK for children has recently been started in Cebu in the Philippines, which is the first city outside Manila to employ a paid probation officer, and which, except for Manila, probably has a higher rate of juvenile delinquency than any other province in the islands. Every effort is being made to adopt the procedures called for by the best juvenile-court legislation. The Provincial Puericulture Center of Cebu is financing the work, while supervision of method and technique will be exercised by the public-welfare commissioner. On account of the poverty in Cebu, the Welfare Advocate of Manila declares, theft is the most common offense committed by children, and the introduction of probation work is expected to mean a great saving in pesos and centavos as well as in the maladjustments of childhood, and at the same time to serve to develop parental and community responsibilities.

FOR THOSE whose circle of interests includes Wisconsin there is the brand new and conveniently arranged Directory of Social Services in Milwaukee County, financed by the Milwaukee Community Fund and published by the Central Council of Social Agencies, Room 209, Community Fund Building, 471 Van Buren Street, Milwaukee, Wisconsin.

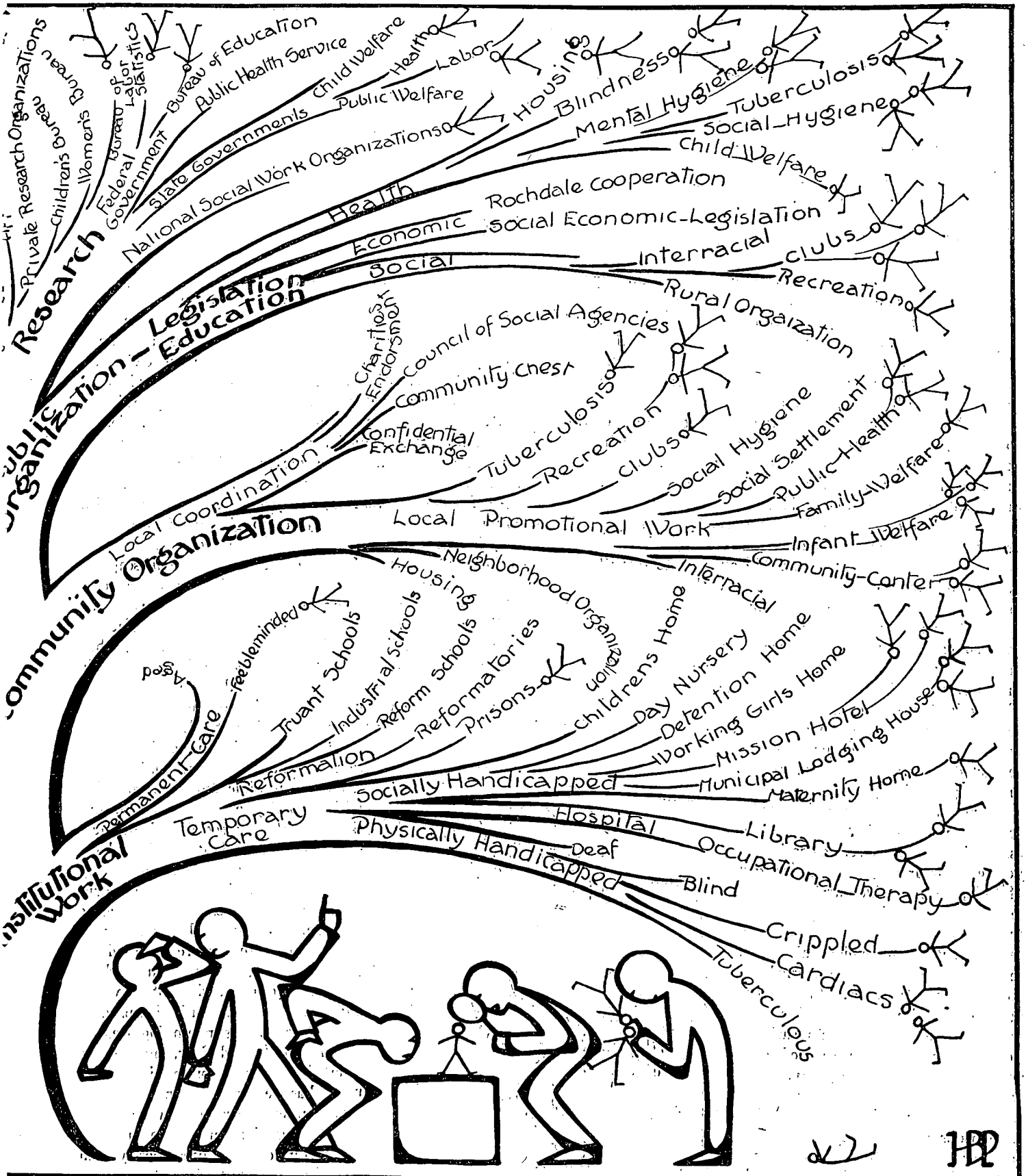
PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

CHIEF FIELDS OF SOCIAL WORK



Social workers are sometimes classified according to
work, administrative work, etc. Sometimes they are
they work, as with boys, delinquents, feebleminded etc.
both are commonly used both are recognised in this

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED



e nature of their work, as individual work, group lassified according to the kind of folks with whom hese two classifications of course overlap, but since graph.

By Edwin L. Clarke, with the assistance of Joanna C. Colcord and Cecil C. North.

Drawing by Helen B. Phelps

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Whither the Community Movement?

By JESSE F. STEINER

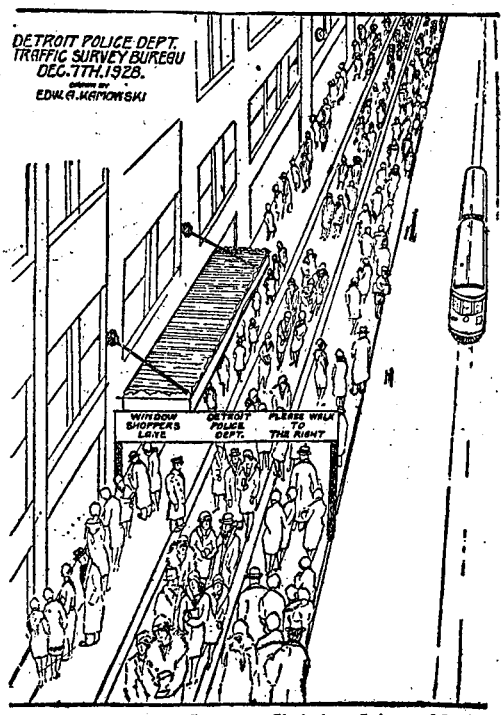
THE fundamental difficulty in the community movement inheres in the nature of the task itself. The community cannot easily be made the unit of social administration at a time when deep-seated forces are working toward its disintegration. The community movement, it might be said, was ushered in a generation too late. Or perhaps a more accurate statement is that the modern community movement is a direct product of this conflict with the forces that are undermining the traditional position of the simple community of the past. Under the pressure of this conflict, the older ideals of the community movement are undergoing rapid change.

The back-to-the-neighborhood philosophy no longer can be given serious consideration, although many of the earlier group of community leaders are still clinging to this illusive hope. Our eyes are now turned toward the outer world of larger contacts instead of seeking satisfaction within a narrow circle. We are not willing to obtain the old neighborhood values at the price of isolation. From the modern point of view, the most satisfying neighborhood is the one that has many interrelationships with the outside world. The limited opportunities of the neighborhood and the small community with the provincialism and conservatism that were the natural products of its restricted life make no appeal to the present generation.

Along with this urge for wider contacts is an insistent desire for association on a selective basis. A new era has arisen in which the fact of living side by side carries with it less necessity for intimate association than it did in the past. Communal responsibilities in which all must share are more and more carried out on an impersonal basis. The urgent need for intimate association and friendship tends to find its satisfaction in companionship secured over an increasingly wide territory. This does not make less necessary local centers where people gather together for various purposes. The emphasis, however, is not upon a community center which must unite the people regardless of social status or congenial tastes.

The modern world demands a variety of group relationships to which will be attracted likeminded people from all accessible places. This applies not merely to recreation and social intercourse, but to other phases of community life as well. In this dynamic country with its traditions of freedom of thought and action, divisions into various groups are inevitable. Whether in politics, religion, education, or in civic and philanthropic activities we insist on individual points of view and resolutely refuse to be regimented in any arbitrary manner in support of a stereotyped program or institution.

It has been this implied rigidity in the community movement, the assumption that people living in the same neighborhood should minimize individual differences in the interests of a unified program, that brings it into conflict with existing conditions. There is just enough truth in this older conception of the community movement to make it seem plausible and worthy of support. Many of the inescapable functions of society can be best attended to on a local community basis, and where division of effort is carried too far disorganization is an inevitable result. A satisfactory escape from this dilemma is not yet clearly apparent, but one way out may be found through recognition of the role of community interrelationships as well as of community solidarity. The new conception of the community is that it is a segment of a larger integrated unit. Under existing circumstances, the successful operation of the older community ideal would be possible only in connection with a policy of segregation inconsistent with our social and political traditions. It might possibly have succeeded fifty years ago, but today with the open doors of the world before us we choose the alternative of wider association. The community movement of the future must adjust itself to changing conditions—which involves the conception of a wider and more flexible unit inseparably interrelated with surrounding areas.



Courtesy Christian Science Monitor

Detroit has adopted a plan to keep pedestrian traffic moving freely. The diagram is self-explanatory

Since the World War, much of the discussion of the community movement has centered around the field that is now generally known as community organization. Unfortunately, this latter term has been loosely used to include a large variety of programs and activities, and as a result there is little agreement as to its precise nature or its methods of procedure. This confusion does not merely grow out of the difficult nature of the problem of community organi-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

zation. A more serious problem arises from the fact that much that is included under that name is nothing more than group organization masquerading under a different guise. This failure to distinguish group organization from the more fundamental problem of organizing the community has been to a large degree inevitable, because both types of programs were in the early stages of the community movement regarded as closely identical. It has only been through a more accurate definition of the community and an emphasis upon it as an ecological unit that their differentiation has appeared to be necessary or even possible. This confusion of terms has been unfortunate for it has prevented proper attention to group-work technique and has retarded the adaptation of the community movement to present conditions.

If one excludes, therefore, those quasi-community activities that really belong in the field of group organization, the most important phases of the community movement fall into two main fields: the correlation of social agencies at work within the community; and the development of programs designed to promote community solidarity by building up activities in which all the people may participate.

It is the latter phase of the community movement—which may be termed the direct approach to community organization by means of activities and programs in which all the people are to participate—that touches very closely the interests of the wider public and has made a strong appeal for popular support. Its programs, which have fallen largely in the field of leisure-time activities, are of group as well as community interest, and hence the effort to develop recreation on a distinctively community basis has led to considerable confusion. Its chief difficulty, however, as has already been mentioned, has come about through the gradual breakdown of community solidarity occasioned by the increasing number of social contacts outside the local community.

While this tendency has not yet gone far enough to sound the death-knell of community programs of this nature, it has weakened their appeal and is bringing about the necessity for a restudy of this phase of community organization from the point of view of inter-community dependence and relationship. Recent beginnings in the promotion of regional studies point the way to an approach to this problem. With the inevitable widening of the unit of organization from the neighborhood to the region, the problems confronting the new community movement challenge the best efforts of its leaders.

The pioneering period of the community center is a thing of the past. At the present time the interest of leaders in the community movement is shifting in a new direction. The broadening of our conception of community, a vision of the possibilities of inter-community cooperation, and the necessity of adjusting community programs to the requirements of a period of great mobility, bring into the limelight new problems for which no solution is as yet at hand. The papers read at the recent annual meetings of the National Community Center Association indicate that its leaders have been conscious of this new development and have been endeavoring to adjust its program to the changing situation. During this year, serious consideration was given to a proposed change of name of the association, so that it would be more expressive of its new outlook and wider responsibilities. Such a step would not be a turning away from the past nor an abandonment of a goal only partially won. On the contrary, it would be a more adequate recognition of changing conditions that demand new programs and methods of procedure. If the association would adopt such a title as the national association for community and regional organization with emphasis on studies and experiments in inter-community as well as local community relationships and programs, it would more securely entrench itself in a strategic field in line with its past traditions and thereby strengthen its position of national leadership in the community movement.

Books That Travel

By DOROTHY ROWDEN

NOON in the factory towns surrounding Greenville, South Carolina, is to the casual observer exactly like noon in a thousand other factory towns. The same blowing of whistles, the same hum of many voices mark the hour. Outside the mill gate the usual small crowd gathers, but—and herein lies the difference between Greenville factory towns and a thousand others—the center of attention is neither a fist fight nor a hurdy-gurdy. The crowd is gathered about a book truck, a traveling library, driven by a librarian from the Greenville Public Library (see The Survey, January 15, 1928).

Men in overalls and grimy clothes, too shy to go into a library building, saunter up to the truck to exchange and borrow books—sometimes fiction, sometimes biography, history or travel. The librarian knows not only what they read, but through her regular visits, she has come to know them personally, and their wives, who borrow books when the truck is parked on a convenient street corner—and their children, who look forward to her visits to their schools. So there is that very friendly and informal atmosphere, which is conducive to increasing the library's circulation.

This truck is a part of one of the most progressive library systems in the United States. It was less than eight years ago that Thomas F. Parker, a citizen of Greenville, a mill owner who had retired from active business, conceived the idea of a library which would give adequate service to all of Greenville's population. To convince the community that it should support such a library, Mr. Parker proceeded to demonstrate its value. He employed a trained librarian, who agreed with him that accessibility, publicity and a high grade of service were more important than physical equipment. Together they prepared a budget, rented a small store building in the center of the city, ordered pine furniture to be built by a local carpenter. A skillfully selected collection of books was installed and the library opened. Success was immediate. The book collection grew, another store was rented and more assistants were employed. During the second year of the demonstration the city voted a library tax without opposition.

No library service that neglected the needs of the mill towns which almost encircle Greenville could be satisfactory. Small libraries in each mill neighborhood, with their attendant small book collections and necessarily low-salaried

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

librarians, were obviously an economic waste. A book truck seemed to be the most practical and efficient way of placing the services of a trained librarian and the resources of a well-selected collection of books at the disposal of the mill suburbs. Through funds provided by Mr. Parker and friends of the library, a truck was purchased and a book collection assembled. So great was the success of the truck service that at the end of the first year, the public, with the strong approbation of the mills, made an appropriation for the library's support.

By this time the idea of providing books for all of Greenville County was the ambition of those who had watched the growth of the library service. A new slogan, "adequate book service for all of Greenville County,' was adopted. A second book truck was purchased with funds provided by Mr. Parker and others and, in charge of an assistant from the library, it visited rural districts. The final step in providing library service to the entire population was taken when a branch library for Negroes, in charge of a trained colored assistant, was established in the Negro community center.

The demonstration period was over. At an election held in September, 1927, the voters were asked to support the county library system. A tax of twenty-six cents per capita was voted by the rural section of the county. As this amount is added to a city tax levy averaging one dollar per person, the standard set by the American Library Association for adequate library service, the citizens of Greenville have reason to be proud of their record. In 1921, the first year of the library demonstration, less than 22,000 books were lent. In 1927, after seven years of library service, 280,000 were lent; 89,000 to persons within the city limits and 192,000 to the remainder of the county. And those in Greenville who know say that this is but a beginning!

Rural Home Talent Tournaments

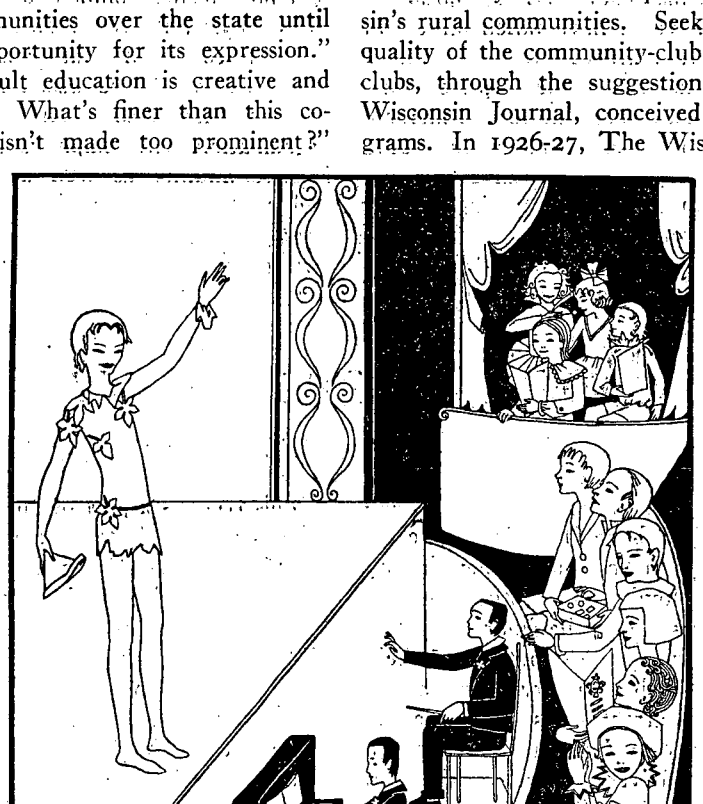
By D. E. LINDSTROM

"WE never know what talent lies dormant in our own communities over the state until we give an opportunity for its expression." "All real adult education is creative and self-expressive. What's finer than this co-operative effort, if winning isn't made too prominent?"

"It was an inspiring sight to see 1,500 people responding with such sympathetic attention and enthusiasm to the fine efforts of the players. And the splendid feature of it all was that the audience could say of the actor, 'He is one of us.' Here, indeed, was the manifestation of community spirit."

The judges of the final contest of the 1928-29 Wisconsin Home Talent Tournament proved to be barometers of enthusiasm for the quality of the acting done in the contest, as indicated by the above quotations. As tears were wiped away, the audience began to appreciate the superior work done in the play, Mother's Old Home, which was used by the Windsor Neighborhood Club of Dane County to win the second annual Wisconsin Home Talent Tournament.

Dane and Vernon Counties share honors in first adapting "tournaments" to the discovery and development of latent talent in Wisconsin's rural communities. Seeking something to keep up the quality of the community-club programs, two Dane County clubs, through the suggestion of the farm editor of The Wisconsin Journal, conceived the idea of exchanging programs. In 1926-27, The Wisconsin Journal in cooperation with the College of Agriculture, sponsored a tournament in which plays, musical numbers and novelties were entered. Twelve clubs from representative sections of the county were in competition.



Peter Pan at the Civic Repertory Theater. Drawn by Pamela Bianco for the Theater Guild Magazine

The idea was extended, in 1927-28, to six other counties, each of which sent a championship team, selected by means of a county tournament, to the state contest held during Farmers' Week. Goose Money, written and produced by Mrs. Felton, a farm woman, won the state title.

Twenty-four counties made preliminary entry in the tournament this year, with one-act plays. The services of a specialist from the Rural Life and 4-H Club Departments of the College of Agriculture, as well as those of a drama specialist from the General Extension and Speech Departments of the university, were made available to these rural groups. One-act plays were

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

loaned from the Extension Division and the State Traveling Library.

Beginning thus with twelve groups in one county in 1926-27, the Wisconsin Home Talent Tournament has grown until approximately 170 groups in more than twenty counties participated in the tournament of 1928-29. More than 1,200 individuals actually appeared in one-act plays before audiences ranging from 150 to 2,000 people. More than sixty contests have been held in the various counties since December 1, 1928, in spite of the heaviest snowfall since 1912, in spite of blocked roads and cold which reached forty degrees below zero in many sections of the state, and an influenza epidemic in December and January which caused schools to close and theaters to cancel their film contracts.

The latent talent so revealed can only be fully appreciated by attendance at some of the contests. "I'm surprised at the finish of these performances. These folks really come from the farm, do they? Their work would do credit to a college group, wouldn't it?" "They actually were looking for something more than entertainment when they chose that play." "We had to travel nine miles to get to rehearsal." "In our county eighteen farm women's clubs entered; some drove as far as forty-five miles. That shows their interest." These are merely a sample of the comments one heard at the contests.

If participation in Home Talent Tournaments affords an opportunity for leadership training, sociability, self-expression, the attainment of cultural advantage, then, indeed, tournaments of this type have found a rich place in the life of Wisconsin's rural communities. They are, at any rate, a response to President Frank of the university when he says: "It would be gratifying to see the people of Wisconsin rise above the current standardization and commercialization of leisure by making possible the development of a folk-theatre and a folk drama that will sink its roots in the soil of Wisconsin's colorful past and challenging future."

Congress and Conservation

By ROBERT STERLING YARD

THE seventieth Congress, which adjourned on March 4, created a new record in conservation legislation. In its first session it passed forestry bills of the utmost importance, especially to forest preservation in the East, appropriating millions for national forest-land purchases; there will follow a long stride forward provided the Budget Commission will actually grant the splendid sums authorized. The first session might have been called a national-forest session. Few bills of importance affecting national parks and wild-life conservation were passed. But the second session, just closed, made up in large part the neglect of the first. Practically every request of the National Park Service was granted, a new national park was created, and the migratory-bird refuge bill was passed at last—in the sixth year of its promotion.

Congress failed to pass another conservation bill of very great importance, that to establish an international wilderness area in the Rainy Lake region of Minnesota and Canada. Failure was not, however, due to opposition but to a crowded calendar in a short session. This interesting precedent-making proposal will doubtless become a feature of the next Congress. The project, entitled the Quetico-Superior International Park, is planned as a "wilderness area," not a national park. (The Survey, March 15, 1929.)

Primarily the last session was a national-park session. For Congress enacted triumphs of two diametrically opposite, actively warring ideas following a knock-down struggle of thirteen months. In the end President Coolidge was obliged to intervene with a pocket veto of the Ouachita bill to save the standards and national uses of the system. If we regard this veto as a triumph over destructive reactionary localism, which it was in no uncertain fashion, and add thereto the distinguished positive legislation of the session, we must regard the period of the seventieth Congress as productive of the longest forward step yet made toward realization of national-park destiny. Beating the Ouachita bill, even by a veto, was an achievement in civilization, for its ultimate purpose was to destroy standards which prevent the admission to the system of dozens of insignificant national parks, chiefly in the southern states.

At the very beginning of the session, a part of the Ouachita National Forest in Arkansas was picked for this raid, to make the opening for the others, and delegations of all states desirous of breaking into the National Parks System were arrayed behind a bill to make a national park of it, irrespective of standards. As we have recently learned, trades were being made as early as December, 1927, to pledge other congressmen to vote for it on demand. At that time it was not generally suspected that the Ouachita bill had any significance. But the Interior and Agricultural Departments had scented the coming struggle and sent the chiefs of the Park and Forest Service to look over the area. Both reported it wholly unfit for national parkhood. Later, the secretaries of the departments opposed the bill in formal statements. This was all they could do with leaders in both houses of Congress promoting it.

When, therefore, the fight was sprung on February 1, 1928, in public hearings that were meant to be secret, defense became the people's job. The National Parks Association has led many hard fights since national-park raiding became an indoor sport under the great dome of the Capitol in 1919, but never one fought so hard, swiftly and confidently as this. It was the knowledge of many south-eastern delegations and scores of congressmen from other states than these held in pledges, that winged the attack.

The June political conventions followed by the election seemed to insure national-park safety. President-elect Hoover's sentiments were known. The nature of the Congress elections, too, was disheartening. The Ouachita promoters determined to put their bill through the seventieth Congress if it were a possible thing.

The bill passed on February 25, in the rush of the session's finish. A few days before, some one not a member of Congress called at congressmens' offices with the "news" that the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

secretaries of interior and agriculture had withdrawn their opposition. The National Parks Association rushed a bulletin of denial into every office in the House, but it was too late. Less than two-thirds were present when the bill was called, including all its backing forces. It passed. The park defenders from coast to coast found an understanding man in President Coolidge to whom they appealed by wire. No act ever became his career better than his leaving the Ouachita bill unsigned upon his desk.

The other national-park acts of the seventieth Congress were exactly the opposite in character and purpose. Imagine the inconsistency of the same session of the same Congress passing the Ouachita bill, establishing a precedent to destroy national-park standards, and the Everglades bill, which established a precedent to safeguard national-park standards.

The Everglades bill, referring to an area in the extreme south of Florida, directed the secretary of the interior to examine it for the purpose of determining its suitability and availability for a national park and report to Congress. This is precisely what the Ouachita bill denied, namely, that suitability, availability, or the secretary of the interior had any concern in national-park making—only the demand of a local neighborhood and the pleasure of Congress in satisfying or denying it. The Everglades bill also provides that the expenses of examination should be covered by national appropriations instead of compelling government officials to conduct it at the expense of the parties to be benefited by their decision—the former procedure.

A new national park, Grand Teton, directly south of Yellowstone, was created. The Tetons have been seen by many thousands of Yellowstone visitors—a gorgeous, cathedral-like granite pile rising seven thousand feet above the lake at their feet! Recently it was planned to add this magnificent mountain group to Yellowstone. Local people want it a separate park, and it is just as well so. It is our twenty-first national park. Promotions to add it to the system, by the way, began thirty-one years ago.

The session added large areas to the north and east boundaries of Yellowstone National Park, and directed a commission to study the south and west boundaries, including the Thoroughfare Plateau and Addison Smith's famous Bechler Basin Bite. It added twenty-five thousand acres to Lassen National Park, and authorized transfer of ten thousand acres of gorgeous primitive forest from the Stanislaus National Forest in California to the Yosemite National Park.

A bill for another Teton National Park, this one in South Dakota, proposed to cut the secretary of the interior out of consideration. Its proponent got the Senate (which does such things) to pass it fifteen days after it was introduced. For this reason, that is in defense of the safeguarding afforded by the Interior Department, it aroused popular protest. Congress made this a national monument instead of a national park.

The session also authorized immediate appropriation of $250,000 and later appropriations up to $2,750,000 more, against equal amounts of contributed money (a total of $6,000,000) toward purchase of all private lands within national parks, except those now in use by their owners for residence and religious purposes in Acadia, Glacier, Grand Canyon, Great Smoky, Hot Springs, Platt and Yellowstone National Parks. The $250,000 authorized for immediate use will probably be spent in the purchase of private forest lands in Yosemite National Park

Must We Have Slums Forever?

ONLY through the results of private effort reinforced by public action is there hope of slum improvement and elimination in the United States, in the opinion of Harold S. Buttenheim. His conclusions on this important subject here given are part of a paper presented before the National Conference on Housing in America recently held in Philadelphia. These conclusions are based on testimony received from chambers of commerce and housing associations in ninety cities of over 30,000 population, and from previous studies of the housing problem.

1. Neither by private effort alone nor by public action alone, can American cities hope for salvation from present and future slums.

2. Until the millennium arrives, private effort will need the compulsion of law, the results of systematic research, and the stimulus of organized public opinion, for an effective attack on problems of slum improvement and low-cost housing.

3. The compulsion of law should include city-planning and zoning ordinances, housing acts, building and sanitary codes, and restrictions on density of population—all of them much more drastic than now exist in most states and cities.

4. Such enactments, if properly drawn and enforced, would hasten the reconditioning of houses worth saving; the demolition of unconvertible slums; and the building of modern, sanitary dwellings of sound construction and with ample open spaces.

5. Public effort has opportunities for increased service, also, in the beneficial effects on slum improvement and slum prevention which come from street paving, street widening, the installation of sewerage systems, and the educational activities of fire and health departments.

6. Greater efficiency of organized civic effort is needed to the end that hard-headed complacency and capital seeking investment, and philanthropy seeking a constructive outlet may come to realize, more generally than at present, that improvements in the housing of the lower-income groups of our cities are economically possible and of fundamental social importance.

7. There will be general agreement, I believe, in the soundness of the conclusions stated in the six preceding paragraphs. It is safe to say, also, that conservatives in increasing numbers are joining with the liberals in advocating exercise of the power of excess condemnation in street-widening projects, and perhaps in giving to the limited-dividend houses corporations, under proper safeguards, the right of eminent domain in acquiring land for low-cost housing.

8. We then come to the moot questions of tax exemption, state

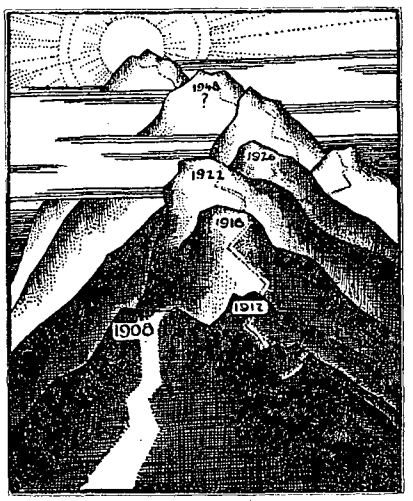
PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

credit, and municipal ownership. No discussion of slum improvement would be adequate without pointing out that public effort of certain kinds is essential to the efficient functioning of private effort. The question of where to draw the line is a difficult one. All—or almost all—of us would draw it this side of government housing. We want our public bodies to stimulate slum improvement and better housing by prohibiting the bad and encouraging the good; but we prefer to leave to private effort, rather than to the state or municipality, the actual building and ownership of houses. We do not favor public subsidies; but some of us would not be greatly alarmed to see other cities try out the method of taxation of conservative Pittsburgh, whereby all buildings are less heavily taxed in proportion than land; nor would we object to see in Michigan, as proposed by the Michigan Housing Association, a demonstration of whether public funds can be loaned, without ultimate cost to the public, for the building of wage earners' homes, with success similar to that which California is having in the financing of homes and farms for her veterans by state loans aggregating already more than $25,000,000.

9. However our opinions may differ on these moot questions, we can all agree, I am sure, as to the importance of more thorough research into the possibilities of reducing housing costs by economical financing, improved architectural design, better site planning and new methods of construction. Investigation should be made, also, as to the methods whereby workingmen's homes are being built and sold, in certain cities, at a cost much lower than seems possible in other cities. Another fruitful field of research is to study the reasons why cities which have no bad housing conditions —if there really are such—have remained slumless, and the worth-while lessons which other cities can learn from their good example.

10. By methods such as these it may be possible, without actual subsidy from the public treasury, to bring to our leaders in science, industry, finance and real estate development, a realization of the fact that the making available of decent, sanitary housing for every American family is a problem now receiving but a fraction of the constructive thought and vigorous leadership which its outstanding importance demands. And we shall go far towards solving these problems if there can be brought to the production of dwellings any such degree of imagination, technical skill and business ability as has gone in recent years into automobile production and other twentieth century business enterprises.

WITH THE RECENT passage of appropriate legislation by the States of California and Michigan, there are now thirteen states in the Union where excess condemnation is authorized—the other states being Massachusetts, Ohio, Rhode Island, New Jersey, Virginia, Connecticut, Maryland, Wisconsin, New York, Oregon, and Illinois. Many indeed are the instances where individual property owners have reaped the benefit of an exorbitant rise in the value of their land due entirely to the improvement of neighboring property made at the public expense. And so it is gratifying that the principle of excess condemnation is gradually coming to be recognized as an effective means of financing public improvements, for it is one which divides in an equitable manner the cost of such improvements as well as the appreciation in value of contiguous property resulting therefrom.



"TWENTY YEARS of Social Service" is the title of a pamphlet recently published by the Methodist Federation for Social Service.

Reviewing its activities, since its inception, special mention is made of the fact that, in 1912, General Conference declared it to be the executive agency to rally the forces of the church in support of certain measures of social reform and principles of social progress adopted by the conference—measures which had been presented by the federation itself. And again it is reported that, in 1916, General Conference adopted a comprehensive report on industry and religion presented by the Methodist Federation for Social Service. Finally, in 1924, the General Conference commended the federation for its "splendid activities," emphasizing again that its task was to *raise questions* as to the social implications of the gospel. And that the federation has conscientiously tried to carry out the mandate of the parent organization is indicated by the titles of some of its publications. Though in the early days such headings as Social Service by Epworthians, Community Service for Men's Church Organizations, Social Service for Church Women, are to be found, later pamphlets are entitled Circular on the Open Shop, Facts on Disarmament, Christianity in Industry, Have You Free Speech, The Wage Question, The Profit Motive, The Economic Order. Perhaps such titles as these are the best indication of the social philosophy that actuates the federation.

THE REGIONAL PLANNING Federation of the Philadelphia Tri-State District reports the completion of a huge aerial photographic map of the 3,850 square miles comprised in its area. This map—the largest and most comprehensive aerial map ever conceived for a regional plan shows geographically the present use of land, streets, rivers, lines of transportation, centers of population, parks, forest and other physical aspects of the region. Under the microscope a single tree or individual house stands out distinctly; mountain ridges are plainly visible to the naked eye. A map of this sort actually brings the entire district in its physical aspects to headquarters of the Federation, and is an invaluable supplement to field visits. Staff members of the Regional Plan may sit quietly in their office miles away from the particular locality in the district under discussion at the moment, and have before them an absolutely faithful photographic reproduction of the region on which to base any conclusions and suggestions for changes and improvements. As a general decides any important moves of his army by studying the situation from a map at staff headquarters, so may this peace time general and his staff do likewise in this equally important campaign.

Another important use of such a map is that it comprises an exact check upon the United States Geographical survey maps—some of which have not been corrected for thirty years. These maps, as they relate to the Tri-State Region, are now being brought up to date by Washington on the basis of data supplied by the Federation. Other uses to which such an aerial map can be put are perhaps too obvious for comment. This air map, which is at a scale of 1,000 feet to the inch, was made by more than 3,000 separate exposures from an altitude of more than 13,000 feet.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

INDUSTRY

I. R. I. for Short

By PAUL U. KELLOGG

MEMBERS of the I.R.I. will hold a discussion meeting from June 26 to July 3 at Schloss Elmau, Klais, Oberbayern, Germany. I.R.I. is short for the International Industrial Relations Association; and whatever the medievalism of Schloss Elmau, it can scarcely present sharper contrasts than the setting of the Cambridge Congress of the Association last summer. For this was held at Girton College out beyond the rim of the famous university town. In some ways this English college for women, late Victorian though it was, seemed older than the ancient quadrangles that back on the Cam. Its enfolding lawns and utter detachment offered an ideal retreat for scientific managers, industrial psychologists, economists, social workers, engineers, factory inspectors, employers, shop stewards and others of a mixed company from the newest reaches of our industrialism.

Not only was the architecture of the era of General Grant, but so was the regime into which these modern outsiders were admitted in vacation time. There was that social gathering after one of the evening sessions, when with his roistering ballads a Scotch delegate had broken smiles across all language barriers, when the Germans had made the welkin ring with their songs and the Swiss were in the midst of their yodeling, and when at eleven o'clock they were all firmly dispersed. The dons in residence needed their sleep, and bearded technicians with continental habits were shooed down the dim and seemingly mile-long corridors to their appointed rooms. At twelve, two American industrial experts returned from town to find the entrance doors locked, and the dean of European women economists let them through the barred windows of her first floor room.

It was the buoyant informality of the Cambridge congress, thriving in the midst of this gracious but austere setting, that distinguished it. There has been much speculation as to the place of the I.R.I. in the realm of international bodies that deal with labor relations. The answer was clear to those who took part at Cambridge in the intimate interchange among people "who in their life and work," to quote an I.R.I. outgiving, "are determined at all times to be found on the side of human interests where these happen to be in conflict with the immediate demands of mechanized production." Here people close in to industry, concerned with its immediate personal set-up and with the interplay of all the forces, economic, psychological, mechanical, educational, and the rest that enter into work as a going concern, met to discuss family affairs. It is as if in an epoch of empires, republics and dictatorships, a handful of people kept in touch with each other and took up the primary springs of self-government among men.

The Schloss Elmau meeting this summer, under the presidency of C. H. van der Leeuw, a progressive employer of Rotterdam, will discuss "methods of promoting satisfactory human relations in a scientifically organized industry." The basis for discussions will be the proceedings of the Cambridge congress just from the press,[1] which have been deftly edited during the months she has been in this country by Miss M. L. Fleddérus of the Hague, the first vice-president.

From the European standpoint, the preliminary volume, issued last summer, has been extraordinarily opportune in that it portrays at length the American principles and practices that so arrest European imaginations in these years of post-war reconstruction. Can they learn the secrets of our magic lamps of efficiency? The outstanding feature of this first section was the clarifying treatment of scientific management by H. S. Person, secretary of the Taylor Society, but the facilities of half a dozen substantial organizations were drawn on in boxing the American compass—among them the Personnel Research Federation, the American Council of Education, the American Management Association, the American Federation of Labor, the Industrial Relations Counselors, Inc. As balance of trade let us turn to European contributors to the second volume.

THE conference met under the presidency of Kersten Hesselgren, for sixteen years inspector of factories and the first woman member of the upper house of the Swedish Parliament. Miss Hesselgren pointed out that it was only about one hundred and fifty years ago in this very North of England that the "new methods were first tried, which we now call industry." If you take into account,

> what enormous changes have taken place, how large numbers of people have had their lives and daily existence quite changed, how even the character of the mind has changed, you will realize that it really means that we have come into a new epoch in the history of mankind; and as it is in a new epoch, we might well say that we are still in our young days, with all that it means of uncertainty, mistakes, groping for light and wisdom in our ways of living this new industrial life.

We have only begun to apprehend the factors that play on the psychology of group relations under the new conditions. C. Delisle Burns, author of Industry and Civilization, enumerated some of them. Kipling in McAndrew's Hymn, and Butler in Erewhon have, he held, appreciated more keenly than either scientific psychologists or industrial executives what the changes in mechanical equipment have meant. "The tool has become alive. From my talks with ordinary workers, I get the impression that they feel dwarfed, not by capitalism but by large scale machinery." Mr. Burns took up in turn rhythms of contemporary in-

[1] The 1928 Cambridge Congress Report, Vol. I (members $1; non-members $1.25) and Vol. II (members $1.25; non-members $1.75) can be secured through the Secretariat I.R.I., 66 Javastraat, The Hague, Holland, and Room 600, Russell Sage Foundation, 130 East Twenty-Second Street, New York City.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

dustry "at war with the varieties of human experience;" the wages system with its immediacy; the effects of industrial environment; the new interlocking of work that builds a Leviathan or a carpet; the mind-sets of workers, shareholders, managers:

The business man has his language; the shareholder has his language; the worker has his language in the different trades. These languages are dialects, and there is no common language in industry. Or perhaps the common language is provided by economists. . . . who are uneducated in every other aspect of life, but they know surplus value, supply and demand, and that sort of thing. The difficulty in contemporary industry, the difficulty against which your society is struggling, is the dehumanizing of the actual contacts between men who belong to different groups.

These primary factors in the industrial scene portrayed, came consideration of the points where the social sciences are impinging on industrial relationships. Dr. Frieda Wunderlich, editor of Soziale Praxis (Berlin) declared that "pure science needs the guidance of art and the mediating influence of psychology and sociology in order to be effective." And Dr. Charles S. Myers, director of the National Institute of Industrial Psychology (London), carried the contention further, "that without expert aid neither the psychologist nor the industrialist can safely employ the data of applied psychology in any systematic investigation." A case in point was given by his associate, Dr. George H. Miles:

Unsatisfactory working conditions such as poor lighting, exposure to heat, etc., are sometimes regarded by both employers and employes as inevitable and inherent in the nature of an industry. They give direct and constant irritation to the workers and by checking output cause annoyance to the management, with the ultimate disturbance of personal relationships. High cost of production is met on the part of the management by reduction of wages and accusation of slackness. This may be countered by the workers adopting an attitude of ca'canny and acusing the employers of "sweating." The tense relationship thus aroused renders both parties incapable of a clear appreciation of the whole situation.

SO, too, Dr. H. M. Vernon, investigator of the industrial Fatigue Research Board (London), held that the most pressing problems for research in the immediate future relate to the discontent of the workman with his job. The ostensible causes of most disputes in the coal industry, he maintained, are merely signs of more fundamental causes. The extent of the labor turnover in different districts corresponds roughly with the proportions of men voting for a strike, and these in turn with the mortality rates from accidents and sanitary conditions. From another angle, Patrick Geddes and Victor Branford cited the coal crisis in England as an extreme instance of the failure of the urban mind. Had central or local governments used even a fraction of their doles for regional planning and reconstruction,

we should by this time have cleared up many a squalid village and town, both industrial and rural. We should have applied their waste to use, providing building materials here and cheap fuel there, or turning it to fertility. We should have drained marshy places, and sometimes irrigated meadows. Our forestry-plantations would already be growing; and so on; and all with labor so manly, so healthy and even joyous as to attract youth to a period of such service as the supposedly backward Bulgarians are already doing.

In other papers the discussion was brought down to relationships within the industrial establishment, H. Mars (*Referent*) of Vienna discussing them from the psychological point of view, and E. Lübbe (*Werkzeugdreher*) of Berlin from that of works council administration. Three British speakers treated of the human triangle—employers, employes and the supervisory staff. R. M. Fox of Ireland, author of the Triumphant Machine, made a spirited plea for "works committees to give balance to the machine age" and to provide facilities for the expression of the workers' point of view. A. R. Colman, of J. J. Colman, Ltd. (Norwich), summarized the needs of a worker in any particular job as four: fair wages, good working conditions, security and an interest in the business as a whole. L. Urwick, formerly of Rowntree's, now director of the International Management Institute, Geneva, held that leadership and cooperation are the ends toward which foremen education should be directed. In the course of his address he said:

Employers who fully accept trade unionism as a reasonable economic device, of value to all concerned, go pale with rage and astonishment when members of their staff show any signs of group consciousness. But the economic relationship of the salaried staffs to the employer or owner group is precisely the same as the worker. . . . Why then does the employer get angry? Because he is still thinking in feudal terms. He would regard group action by his staff in defence of their economic position as "disloyalty to him." You see the old complex. And, generally speaking, the staff accept this view for much the same reasons. They have a position of privilege which carries certain social dignities. They are intensely class-conscious: they would sooner lose every hope of heaven than "come down in the world."

But I ask the employers to consider carefully, how does this relation differ one iota from that between the baron and the crowd of understrappers, bailiffs, vinters, and what-not who hung about the manor? They depend on their overlord's personal favor that they were better than the serfs: they depend on their wits and their power of digesting humble pie to win advancement one from another. But their loyalty, their adherence, was entirely a personal affair. And the same is true to day over a large area of European industry. No common idea is put before men which can win their allegiance. It is futile to talk about co-operation with the workers, or to attempt to teach co-operation to foremen, unless and until the basis of that co-operation, its object, has been defined in terms which cut behind personal advantages and the individual dominance of the bandit chief, to a logical description of economic process as the servant of the community fit to command the willing adherence of thinking and civilized men.

MARY VAN KLEECK, director of the Department of Industrial Studies of the Russell Sage Foundation, New York, was chosen to sum up the congress and what she said in conclusion tied up the variant elements entering into the association and its work. She quoted Dr. Wunderlich: "Science without practice is empty; practice without science is blind," and went on:

Let us have a synthesis which shows where science is needed, not as the plaything of theorists but as necessary for practice; and let us then see how practice can contribute to the data of science by giving real facts, instead of assumptions, as the material for analysis. Again, we have . . . the necessity for seeing the larger forces which are behind all these conditions, while at the same time realizing that those who have shops and those who work in shops can begin at once working out plans and relationships which are set against the background of the larger problem. Then again, we have the antithesis between the inner and the outer attitude, between those who believe what we need is a program of activities, and those who believe that it is important that human beings should be developing within themselves the resources and the power to deal with their problems. As human relations are changing, as industrial organization is changing, and as invention grows, man's constructive power to change social conditions must grow. The ultimate source of power must be the highly developed individual.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Women Who Work

By CORNELIA BRYCE PINCHOT

NEARLY all women work—probably thirty-four million of them in this country. Some have to work for a living, some do not. Some work for wages, some do not. But whether women work for a living or not, whether they work for wages or not, all the women who work are important to all other women, to men, and to the community. Unemployment is one consequence of not realizing this—and the whole community feels it. Overwork and hunger are other consequences, and the community feels them too. Sickness and suffering; neglected and delinquent children; law-breaking by old and young—all these are consequences of not understanding the problems of women who work.

Women workers have been in the organized-labor movement in this country almost from its beginning, more than a century ago. Along with the first machines, hundreds and thousands of women went into the factories. They worked from daylight to dark, and received a pittance for pay. Machines made these women competitors, with each other and with men, under conditions no individual could control.

A hundred years later, came a new host of women needing work. From overseas, they filled our tenements, shops, and factories. Competition among the newcomers increased competition with workers already here. The result was—sweat-shop living and working, and ill-health, accidents, long hours, low pay, hunger and misery for thousands and thousands of people. The National Women's Trade Union League of America came out of this second crisis for working women. It was organized in Boston in 1903.

Whole areas of women-employing industries are now organized, and many of those workers have a forty-four-hour week, with decent wage and working conditions. Where union protection does not reach, state laws have shortened hours and brought better industrial conditions to women, and through women to children and men.

Such laws reinforce the workers' bargaining power. They apply where the union cannot reach, and where voluntary action cannot be depended upon. Like unions, they fix minimum standards of hours, or pay, or working conditions, but they fix that minimum for workers who are not members of the unions as well as for those who are. They protect the individual worker by forbidding *his employer* to undercut legal standards.

I believe in this social and protective legislation. I believe that the state must recognize its responsibility for safeguarding children, for insurance of various kinds, for the principle of accident compensation, for establishing standards in factories and mines and so on. There are women who do not hold with such laws. They would abolish all protective legislation that does not apply equally to both sexes. They call themselves feminists—ultra feminists. In reality, they seem to me academic feminists whose theories are based upon a world that does not exist. Their argument is that the laws that protect women actually discriminate against them, that a limitation of hours for women and certain standards of working conditions keep women out of good jobs, because employers prefer to hire men rather than maintain these standards.

Wortman in the New York World

"There is a group who will have nothing to do with labor organizations . . . who think that the union is not ladylike"

The Women's Bureau recently published a comprehensive and intensive study of this subject (see The Survey, November 1, 1928, page 156). In brief, this study proves that the Women's Party arguments are unsound. Except in one or two cases affecting only an exceedingly small number of individuals the laws protecting women workers have not hampered them in any way.

Many professional and business women do not realize the problems that the industrial woman has to face; hence, they are apt, some of them, to be misled by this program of "equal rights for women." When I studied logic, I remember being told not to reason from an analogy. Two things that are equal to the same thing are equal to one another. That is true—but two things that are equal in one or two qualities to a third thing may be entirely different from one another. The professional women and the woman in industry are alike only in that they are both women and both wage-earners.

THE professional woman—physician or lawyer, for instance—enters the field as a trained adult. She finds herself one of a limited number of women in the field. Her competition is not with these few selected women, but with men, against whom she bids for the same patients, for the same clients. Except as she is discriminated against because of sex prejudice (and I am not minimizing that), the pro-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

fessional woman can advance in her calling as far as her talents take her. The salaried woman in the professions, also has comparatively little competition from other women. With both the self-employed and the salaried professional woman, the problem is a matter of removing the *restriction based on sex prejudice.*

The woman in business for herself invests her capital and her ability. Here again she is competing with men, though less fiercely. The business women in executive or administrative positions know that the best jobs are saved for men. Here again, equal opportunity depends upon removing the limitations imposed by sex prejudice.

BUT the woman in industry is one of a million—helpless in mass competition—working at mechanical jobs. Her situation is one that must be dealt with collectively for the group or type or class. Usually women wage-earners go to work in their early teens. Their mechanized jobs can be learned in a few days or weeks. They enter industry by the hundreds and the thousands. Since training counts for little, almost any girl can take another's place. Industry competes for cheap labor, and woman's labor has been historically the cheapest of all labor—except that of children.

It is not sex prejudice that keeps the industrial woman worker down. It is exploitation. The untrained woman has to protect herself against multitudes of other women pressing for her job at wages lower than any man would take—lower, indeed, than are offered to any man. The fundamental problem of women workers is to meet the competition of women with women. The effect is the law of the jungle. The first answer, of course, is the union. But unionization has never covered anything like the millions of factory workers. To reinforce the standards set up by the unions, we have devised social legislation to fix a minimum standard of working conditions, a minimum wage, health and accident protection, and so on. The individual worker cannot enforce such legislation.

The ultra-feminists ask, "Why not apply these laws to men, also?"

The answer is that it does not seem to be politically feasible, and further, the courts have generally been against it.

LEGISLATION cannot do all that has to be done, however. Workers find it better to work out many problems for themselves, through the unions. Many women have not been interested in unions—many of them do not understand the labor problem. Young women workers especially find a thousand things to take up time and energy. It is only human to forget about the factory and the shop—at least until the next day. But unfortunately there is the next day, and the next again, the long procession of days and months and years to come. Forgetting will not change conditions or improve wages. Some one has to take action.

Women are in many ways harder to organize than men. I believe that is an accepted fact. For one thing, after the factory day is done women go home and start another job. The married women have their housekeeping to do—cooking, cleaning, sewing, minding the children, and so on—and many of the girls who have no households of their own, help their mothers. The idea that all they do after the day's work is over is rush out to buy silk stockings and fur coats is unfortunately not generally true.

Many of these girls expect to stay on at the factory, only until they marry. Of course they would like to be paid better, and they could suggest improvements in the conditions under which they work, but they figure that after all it is only for a short time and perhaps it is not worth agitating about—certainly not worth fighting for. They do not worry about the men and women who are going to stay on in industry all their lives. It is a selfish point of view, but it is very human.

Then there is another group—my labor-union friends tell me this is chiefly made up of American-born women—who will have nothing to do with labor organizations, who think that the union is not ladylike, that unions lead to strikes, and strikes lead to fighting, and that fighting is far from pleasant.

NOW this is a point of view I cannot understand, and find it difficult to forgive. I like to think that American women remember that their country was dedicated to ideals of freedom and equality. It is hard to think that there are women who are willing to lie down under injustice and keep silent in spite of oppression, because they are afraid of becoming "unladylike." If that is what being a lady means, then Heaven help me to be the other thing. I want no part of gentility on such a basis.

It would be a sad day for America if the women of the present generation decided to lay aside the old traditions of honor, fortitude and constancy. There is a very old French saying, *noblesse oblige,* which has been handed down for centuries. Literally translated it means, "Nobility compels," compels one to stand up for truth, to fight for honor, to have courage to lead against baseness and injustice.

FROM that point of view, every "lady" in every factory should be the first to join her union, to lead and sustain the courage of her weaker sister—for after all is said and done, the function of a trade union is to fight for justice and for humanity. It is a fallacy, of course, to think of unions only in terms of strikes. Unions mean strikes sometime, but the whole effort of modern trade unionism is to avoid conflict. Where unions exist and function, they are a means to prevent fighting by composing the difference between the two groups in a way that is fair and equitable to both.

The new industrial philosophy has this basis: higher wages and shorter hours; more money for the workers to spend; more leisure for the workers to want and to use what their wages will buy. But the lowest wages and the longest hours still fall to the women worker. Of the rewards of labor, women get the smallest share. How, then, shall women secure their chance to work, their fair share of the values their work creates?

We know that today there are not enough jobs to go around, that there are now more men, *and also more women,* than ever before who want and need to work. At the same time the number of industrial jobs is decreasing.

MACHINES are taking the jobs of human hands and brains and still more machines are coming. Nobody yet knows how to make the number of jobs keep pace with machines. Nobody can tell how long it will take to adjust ourselves to the changes these new machines will make in our lives, or how much suffering may come before that adjustment is made. No worker is safe until all are safe. Here is vast need, vast opportunity, for the woman's labor movement, and for all the legislative safeguards organized women can help devise for themselves and for their fellow workers.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Southern Mill Hills

By MERCER G. EVANS

A COTTON-MILL owner recently told the writer that the operators were aggravated by the criticisms directed toward labor conditions in the southern mills. "It is like a sore thumb; and the critics and reformers will not let it alone." In general, the operators have furnished a variety of reactions to these criticisms. Sometimes they say that it is none of the reformers' business, or they deny the criticisms, or they resort to villification; sometimes they admit that conditions are not ideal, and say that they are doing what they can to remedy matters—if the reformers will only "lay off." Frequently they appeal to sectional interest: they tell the community that they are serving it by industrializing it, and call upon the community to come to their defence.

Frequently, and sincerely, they point out that they entered the industry with social intentions—to rescue the "poor whites" from the sad conditions in which reconstruction and the years after had left them. They point out the improvement in material living conditions. Sometimes, and honestly, they claim that the mill is not paying profitable dividends, and with equal honesty they sometimes point to their welfare work as a form of religious philanthropy. It does not impugn the motives of the honest and sincere, however, to point out undesirable conditions, regardless of who is responsible for them, and to suggest channels for improvement.

The latest study of cotton-mill conditions is Southern Mill Hills,[1] the subject of a doctor's dissertation by Lois MacDonald, a South Carolinian who is now teaching economics at New York University. As an economic study, it is novel. The method is quite different from that of the abstract, historical, or statistical economist. It is more that of the sociologist, an application of the case-work method. The approach is also that of the sociologist. Miss MacDonald is interested in human reactions to mill conditions. She worked in the mills, lived among the workers, experienced, and sought the reactions of the mill workers. She studied their nativity, education, reasons for entering the mill, what they thought of living and working conditions, their civic activities, and outlook on life; in general, she sought the effect of mill-village life and work upon the workers as individual human beings and as parts of the civic entity.

Courtesy The New Masses

The conclusions of the study were less novel. The population was homogeneous: native, white, and "southern;" it was relatively uneducated and the children were not being well educated, the suggestion being offered that more than five grades was impracticable. The workers were nomadic, they developed no civic ties or community activities. Money and real wages were relatively low. Hours were long, and the workers were usually "fagged out" from their routine exertions in the mills. The standard of life was low: the people moved in "circular worlds with the mill in the center," they learned little of the ways of the rest of the world, and thus had little opportunity for the development of a demand for something better. Though many parents expressed the hope that their children would never grow up in the mill, they found no way for them to escape its lifelong environment.

As long as these conditions obtain, the industry will have to expect more attacks upon its "sore thumb." If the purpose of production is to serve mankind, and if the principles of democracy imply the maintenance of full opportunity for all persons to develop into full manhood, with personal responsibilities for themselves and their families, with full political privileges and obligations for the government of themselves and their associates—then it is to be expected that a democracy shall criticize any industry which assumes that a portion of mankind exists to serve it, and shall demand that the industry grant full opportunities to its workers to become citizens in the fullest sense.

The attacks of the "reformers" upon the cotton mills have assumed two aspects: upon low wages and long hours, and upon the mill village. Various surveys of the textile industry in the South indicate that wages are, compared to other industries and other sections, relatively low; in fact, compared to all available budgets, southern cotton-mill earnings are little more than half what is necessary to maintain the "minimum standard of living." Hours are similarly long, and judging by the studies of Miss MacDonald and of the Women's Bureau, they have ill effects upon the health and family life of the workers, and seriously interfere with civic and educational activities.

Actually, the writer believes that the textile industry, were it legally compelled to pay higher wages and work shorter hours, would find no greater difficulty in so doing than have many other industries. So far as he has learned, there is but one mill in Georgia which has made any serious attempt at the introduction of "scientific management," and he has not heard of any mill which has resorted to so-called "scientific personnel management." There are employment managers and welfare workers, but none of what is academically called "scientific personnel management." There has been little long-range planning in the industry. There has been little association, until recently, to solve the indus-

[1] Southern Mill Hills, A Study of Social and Economic Forces in Certain Textile Mill Villages, by Lois MacDonald, instructor in economics, Washington Square College, New York University. A dissertation, submitted in partial fulfillment of the requirements for the degree of Doctor of Philosophy at New York University. Alex L. Hillman, Publisher, New York City. 1928. 151 pp. Price $2.25 postpaid of The Survey.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

try's technical problems. The recently set up textile institute has immense possibilities of accomplishment. So far it seems to have directed all of its attention to the market and to mechanical processes.

One excuse for the industry's scientific backwardness is that most of the managers knew nothing of the industry when they entered it: either they were rich men bent on helping their communities or on making money, or they were men who had "worked their way up." All the more need exists, therefore, for their cooperation and utilization of "expert" advice. Until the mill men have availed themselves of the possibilities of "scientific management" and personnel administration, they must bear the burden of defence with regard to the payment of low wages and the workings of long hours.

When industries have failed to meet certain standards, society has reserved the right to force them to do so or go out of business. In some cases this has been done by legislation fixing maximum hours, minimum wages, and so on. Is there any reason why the southern textile industry, also, should not be required to maintain "standard conditions" as a prerequisite for its existence?

Many attacks have been made upon the mill village and, in recent years, have been centered on its immaterial aspects. Some employers are accused of exercising undue influence over the lives of the workers, by determining who shall live in the houses, by supervising educational activities, by influencing the spiritual advisers, by supplying police regulations—in fact, through their performance of these and other supervisory functions, by depriving the workers of all community responsibility whatever. Furthermore, through the exercise of this power, the employers, it is charged, may also prevent any attempts on the part of the workers to change conditions.

WELFARE work undertaken by the state is, theoretically at least, an enterprise wherein the people undertake to do something for the people through the processes of a government by the people. Thus, instead of being the paternalism of an outsider, it is simply a cooperative enterprise. Private welfare work, on the other hand, frequently implies the attempt of an outsider, usually a "superior," to direct or supervise the lives of other people. In a democracy, such activities, if accompanied by any kind of compulsion or exploitation, are presumed to be undesirable. Private welfare work, to justify itself, should be a trusteeship, in which the overseer exercises his supervision of others' lives primarily for their benefit and self-development.

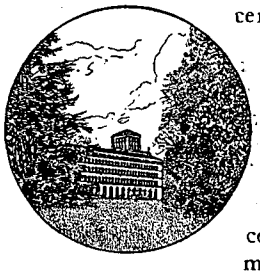
If the charges that have been brought against the cotton-mill owners are true: if they have used their low rentals, community houses, school and police influence, to control the labor market, to keep wages low and hours long, to prevent the exercise of legal privileges by the workers, then they are not discharging their obligations as trustees, and should be subject to criticism therefor.

This is not to condemn the welfare activities of the mill owners, but to criticize their aims and methods. There is much good that they can do. One of two things, however, is necessary to avoid criticism. Either, the mill owners must see to it that there is no basis for the foregoing charges, or they must turn the trusteeship over to the workers themselves. The Dutchess Bleacheries has set them an excellent example in this. [See The Survey, April 1, Page 58.] If it be objected that these "pure-strain Anglo-Saxons" are too ignorant or corrupt to be trusted with the administration of a trusteeship over themselves, then let the administration be put into other and disinterested hands. And the first rule of any administration should be to develop the workers as rapidly as possible to the point of self-administration.

Finally, the industry's leaders are charged with having used their trustee powers to prevent collective bargaining, which now has general social approval. Genuine collective bargaining, however, is possible only when both parties have bargaining power. This, in the writer's opinion, excludes most "company union" experiments from that field. Standard, independent trade unions do have bargaining power, and have the further desirable feature of being able to require the worse managers to meet the efficiency standards of the better managers, something company unions cannot do.

One mill owner has said that he does not object to unions, but objects to their leadership. He makes free use of "yellow dog" contracts and the discharge privilege to stamp out any union activity. There may be some question, of course, as to what he considers "good leadership." So far, none of the mill owners has shown any disposition to join in any bona fide attempt at collective bargaining or union-management cooperation. With the examples of the Chicago men's clothing industry and the B. & O. Railroad, progressive mill owners might look further into the possibilities of efficiency through unionization. It is hoped, also, that Mr. McMahon and the Textile Workers are watching the experience of these two industries.

To begin with, the unions would want shorter hours and more wages. The mill owners would probably consider such demands as evidence of "bad leadership." With better basis, however, society might consider the industry's inability to pay higher wages and to work shorter hours as evidence of "bad leadership" on its part. Is there any reason why society or the unions should tolerate the ten- and eleven-hour day and the twelve dollar week in order to support industrial leaders who know nothing of "scientific management" or "scientific personnel work?" Or, for that matter, has it been proven that the industry is not already able to support higher wages and shorter hours?



THE TEN-YEAR record of the International Labor Organization has been made available by the World Peace Foundation under its policy that "the actual facts concerning international relations and official international cooperation constitute the the best possible arguments for lasting peace and improved international understanding." This new pamphlet (Industry, Governments and Labor, World Peace Foundation Pamphlets, Vol. IX, Nos. 4-5, 231 pp., price 40 cents) presents the origin and establishment of the organization; its structure, the set-up of the International Labor Office, and an encouragingly lengthy "Record of Results." This main section covers investigation and activities along such important lines as industrial hygiene, protection of women, accident prevention, factory inspection, social insurance; unemployment, migration and protection of special classes.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Books in Our Alcove

Mary McDowell

MARY McDOWELL—NEIGHBOR, *by Howard E. Wilson. The University of Chicago Press. 235 pp. Price $3.00 postpaid of The Survey.*

THOSE who know Mary McDowell need nothing added to her name or face to picture her to them. Other readers of this book about her will see how much more she is and has done than can be designated by adding "neighbor," or any other term, to the title bearing her name. Indeed, to specify any one of her relationships or achievements leaves out so many others as to lessen the quality and range of her personality, that characterize her as simply yet distinctively human.

The interesting settings in which her life is sketched on these two hundred pages are graphically described by the author, who won his degree at the University of Chicago by writing this story as his thesis. So accurately and sympathetically has he interpreted her spirit and activities that all her friends share the wish expressed by Jane Addams in her foreword that Miss McDowell would supplement these vivid impressions of her with such expressions of her ideals and reactions as can be conveyed only by her inimitable ways of turning her own thought and feeling inside out.

In the background of this story lies the heritage of the McDowell family, distinguished for the leaders it has given to the service of the state, the church and the social order. From her girlhood on the Ohio border between the blue and grey lines of the Civil War, and from her young womanhood in the family home, privileged yet restrictedly classified by the religious and academic seclusion of Evanston, Illinois, she is seen emerging into sympathy with and ever increasing activity for the multitudes in the work-a-day world in which she came to live and labor. Visits and volunteering at Hull House and Northwestern University Settlement fascinated her with their social ideals and adventurous service, and led to her appointment, at Jane Addams' recommendation, as head resident of the University of Chicago Settlement, established in the Union Stock Yards district in 1894, a year after the university opened the first department of sociology to be admitted to the academic curriculum.

There Mary McDowell has lived and labored as neighbor, family friend, interpreter and leader of successive racial groups operating the amazing stock-yard industries; sharing the smells, unsanitary conditions, and many other discomforts of their homes and working conditions; involved in their struggles and strikes to unionize and bargain collectively. Thence she has moved into city-wide leadership, as commissioner of the Department of Public Welfare, as investigator and promotor of sanitary garbage disposal, as a witness and inspirer in the housing movement, as organizer and guide of women's trade unions and the League of Women Voters. So successfully has she worked in all these ways to promote interracial understanding and cooperation, that as the guest of the Czechoslovak republic she shared the values of her experience with the president and leaders of its interrelated people.

GRAHAM TAYLOR

Chicago Commons

Martin von Butchell on his spotted pony. From the jacket of The Quacks of Old London by C.J.S. Thompson. Lippincott. $4

Body and Soul

PHYSICIAN AND PATIENT, *edited by L. Eugene Emerson. Harvard University Press. 244 pp. Price $2.50 postpaid of The Survey.*

SOME years ago, several people had the bright idea that Harvard medical students had better know something about the care of patients. It was proposed that Dr. Alfred Worcester should be made "professor of the care of patients." But the medical faculty rebelled and the scheme fell through. The next best substitute for this idea was the creation of a series of lectures on this same subject, in order to direct the students' minds to the fact that it is impossible to take good care of the body of a sick person while you largely ignore the existence of his mind, his emotions, his will—in short, his soul. This volume gives permanence to some of the results of this lecture course. It is, in fact, seven little books bound up together, each by a different physician, and—as in almost every such collection—there is a wide variance between the best and the less good.

By far the most helpful and original of the essays is that by Dean David L. Edsall, the present and the best dean of the Harvard Medical School. Out of his wide experience, not only of hospital and consulting practice but of family practice, and his very penetrating and sympathetic understanding of folks, he writes an essay so valuable that the book is worth buying for this essay alone.

In the present reviewer's opinion, the next most valuable talk of this series was that given by Dr. Franklin G. Balch, the only surgeon in the group. Even more than the other essays, this deals with personal experiences which have taught Dr. Balch valuable lessons and which he passes along to young doctors-in-the-making.

Dr. Alfred Worcester has three chapters in this book—one on the care of the aged, one on the care of the dying, and one on sex hygiene. That on the care of the dying is almost unique in that he deals with a subject avoided by almost all writers either on medicine or on human life. He is interested both in every minute physical comfort which can be given to the dying and in a ministration to their mental and religious needs. The essay is a memorable one.

Every medical student should read this book before he graduates.

RICHARD C. CABOT, M.D.

Cambridge, Massachusetts

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Growing Old on the Job

THE OLDER WOMAN IN INDUSTRY, *by Johanna Lobsenz. Scribner's. 281 pp. Price $2.50 postpaid of The Survey.*

THIS is a book which one reads through from cover to cover with increasing interest. It covers only a small section of the problem of unemployment, for the study was limited to Manhattan, but it treats this in such a clear and orderly fashion that its methods as well as its findings are valuable. It takes up the various factors involved in the problem of the older woman in industry who is unemployed—herself, advertisements, the employment manager and the agencies. It then discusses constructively what she, the employer, the state and society at large can do to better existing conditions, and finally it summarizes the problem and the various solutions offered clearly and simply.

The writer treats the older woman sympathetically and is optimistic as to the future if every one involved will set about an immediate practical solution of the parts of the problem which fall within her field. Especially good are the recommendations that the older woman capitalize her abilities and build up her cultural background, and that the younger woman train herself to be both a specialist and a cultivated person if she desires to remain long effective in industry.

The reader who is interested in the subject from the technical side or who expects to use the material may well consider every word from Preface through Publications Consulted. The general reader can get the argument from Part III, the Summary, which is non-technical, orderly and stimulating.

LILLIAN M. GILBRETH

Montclair, New Jersey

Canadian Child Study

PARENTS AND THE PRESCHOOL CHILD, *by William Blatz and Helen Bott. Dent & Sons. 306 pp. Price $1.50 postpaid of The Survey.*

PARENTS AND THE PRESCHOOL CHILD serves a double purpose in presenting material of interest not only to parents but to teachers, nurses, social workers, and other professional workers. Part I, which is of special interest to the latter group, outlines the authors' viewpoint in child-training. Part II, intended especially for use in class groups of parents, incorporates the results of wide experience with parent groups and is well set-up for the purpose. Each chapter includes delightfully presented case studies and outlines for use in promoting discussion. Especially noteworthy are the chapters on Habit Formation and on Sex Training.

Dr. Blatz and Mrs. Bott write from the St. George's School for Child Study in Toronto, thus giving the field of parental education and child study its first contribution from Canada. An American edition of this book, revised and amplifled, is promised by William Morrow of New York.

E. LEE VINCENT

Merrill-Palmer School, Detroit

Strikes

THE STRIKE, *by E. T. Hiller. University of Chicago Press. 304 pp. Price $2.50 postpaid of The Survey.*

THIS book handles in a thorough-going, skilled manner all the various aspects of the strike phenomenon. It is neither descriptive nor superficial, but sociological. That is to say, it examines the attitude of mind of the parties, searching for fundamental reasons for the activities and policies manifested in strikes. It explains what happens in terms of a sound theory of human nature. This mode of treatment has been possible to the author because his training has given him a scientific viewpoint; that is, he conceives the strike not as a series of independent episodes but as a cycle of typical events which takes place in a more or less regular and predictable way. It must not be inferred from this that the book is heavy reading; quite the contrary.

The writer tells us how and why strikes occur, how they are organized, how the morale of the strikers is maintained under the various difficulties encountered; strategy of employers, strike breakers, and so on, the influence of public opinion and how it is manipulated, and how strikes are concluded. The final chapter deals with the strike as a means of social change, political and general strikes.

Professor Hiller has been very clever in his use of authorities. He establishes confidence in his statements by numerous but brief quotations. These serve the purpose without being tedious or interrupting the sequence of thought.

The writer does not presume to tell us what we ought to think about strikes, or speculate as to whether they are good or evil; he confines himself strictly to the job of presenting the essential facts and ideas we need in order to make up our own opinion on the subject.

EARL DEAN HOWARD

Labor Manager, Hart, Schaffner & Marx, Chicago

The Argument of Eugenics

RACIAL HYGIENE, *by Thurman B. Rice. Macmillan. 376 pp. Price $4.50 postpaid of The Survey.*

A COMPILATION of the arguments for eugenics, by an extension lecturer in that field, published with the approbation of Leon F. Whitney, secretary of the American Eugenics Society. The biological basis is presented in twelve chapters; then follow chapters on Racial Poisons, Economic Problems, Marriage Selection, Education, Immigration, Practical Applications, and related matters. The biological chapters are clearly written, but in their application to eugenic problems the book is weak. Though attempting to be conservative, the author asserts that "effective segregation or sterilization would probably reduce the number of defectives to one-half in a single generation" (p. 297). The biological situation by no means justifies so sanguine a statement. It is asserted that the mixing of races is biologically harmful, irrespective of the value of the races concerned, though biological knowledge is distinctly to the contrary. "There is nothing so certain as the fact that the 'melting pot' does not melt" (p. 79); the hope that it will "fuse the diverse constituents into a desirable type" is "in defiance of all laws of biology" (p. 301). This statement is utterly unfounded. The chapters on other social questions are more satisfactory, the measures that the author suggests are in the main worth while, and the book will serve a useful purpose in agitating a subject which needs to be brought prominently to the social consciousness.

H. S. JENNINGS

Johns Hopkins University

The Prince and the Miners

THE STORY OF TRADE UNIONISM, *by Robert M. Rayner. Longmans, Green & Co. 278 pp. Price $2.50 postpaid of The Survey.*

THE recent visit of the Prince of Wales to the coal fields, and the surrounding publicity for the miners' relief fund, dramatize the failure of both state and industrial organization to deal with one of the worst cases of exploitation of an important class of workers. Another government may succeed in setting up the British coal industry on a sounder basis; but that the militant tactics of trade unionism are impotent before the problems of that industry must be obvious. The general strike, as here set forth in some detail, was entered upon half-heartedly; at no point did it generate any really revolutionary spirit; and no section of the labor movement was strengthened by the course of events. There is every reason to believe that, since that crisis, British labor is placing even more faith than before upon the weapon of constitutional political action. This change from reliance upon direct action to reliance upon the power of the vote is only one of many stages in the history of labor organization; and there are signs that in the years to come accepted principles of political class action likewise will

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

disintegrate and give rise to even more complex concepts of the rights, duties and techniques of industrial citizenship.

How, from small beginnings, organized labor in Great Britain became the power of today, is well described in this popular history. A retrospect of this sort dispels pessimism: what looks like a disaster close by, seen over a lapse of years becomes but a minor incident in a movement of progress. For example, even the worst of our recent court decisions and the worst of recent usurpations of local government by industrial managers have none of the savage ferocity with which labor organizers were pursued in the early days of unionism. The problem today—before American as well as before British labor—is whether the education of the rank and file of workers can keep step with the increased complexity of the task before the unions so that the more enlightened leaders will find support for measures different, often, not only in method but also in spirit, from those of the past. In the needed education of the workers this history, written with detachment and understanding, may play a useful part.

BRUNO LASKER

The Inquiry

The Physical Foundation

THE PHYSICAL BASIS OF SOCIETY, *by Carl Kelsey. Appleton. 526 pp. Price $3.50 postpaid of The Survey.*

PROFESSOR KELSEY has crammed an amazing mass of facts within 526 pages. For its size this book is probably the most complete presentation of the physical factors that enter into human relations in print. The book is well written, interesting, and exhibits many improvements over the earlier edition, from which it was rewritten and enlarged. The facts are allowed to speak for themselves and the author does not give much space to interpretation. Treatment of such controversial problems as race differences and progress, to mention two cases, is tolerant and yet intelligently cautious. Additional material is assembled on such subjects as social institutions and culture. The book should remain a useful introductory text for some time to come.

F. STUART CHAPIN

Editor, Social Science Abstracts

Psychoanalysis and Education

DIFFICULTIES IN CHILD DEVELOPMENT, *by Mary Chadwick. John Day. 411 pp. Price $4.00 postpaid of The Survey.*

SINCE the author herself says that her endeavor throughout the whole book is to show the importance of parental behavior to the reactions of the child, this may justly be called a book for parents. Necessity is demanding more and more a review of the action of parents in the study of the child-parent relationship. The future educational trend will have to consider continually the prevention of possible neuroticism, inasmuch as psychoanalytical investigation has definitely placed the core of later neurosis in the childhood period. In this is implicit the possible help or harm a parent may be to the child's future.

That the only persons justified in being educators are those who are aware of the depth of the psyche and of its happenings, is an indirect derivative of psychoanalysis and its investigations in character development, although until now psychoanalysis has not made many direct contributions to child education. The author of this book does not attempt to reform the educational system except to show parents their faults and to facilitate improvement, since it depends on the parents whether or not the child will react properly to the outside educational methods, the center of his individuality being always his emotional relationship.

It is not due to any deficiency on the part of the author that she does not make any positive suggestions in the matter of child training; any such suggestions, in the light of the lack of psychoanalytical contributions to child education, would be improper and hasty. As one reads through the various chapters, particularly The Great God-Wish, which deals with the importance of impulses in the life of the child, and The Dangers of Suggestion, the impression cannot be avoided that future education will not be able to ignore the consideration of psychoanalysis. One of the book's special merits is a bibliography at the end of every chapter.

A. S. LORAND, M.D.

New York City

New Names

THE RANGE OF SOCIAL THEORY, *by Floyd N. House. Henry Holt. 587 pp. Price $3.60 postpaid of The Survey.*

THOSE seeking acquaintance with "the development, literature, tendencies and fundamental problems of the social sciences" will find in this book a valuable addition to three works previously available: Bogardus' History of Social Thought, 1922 and 1928; Lichtenberger's Development of Social Theory, 1923; and Sorokin's Contemporary Sociological Theories, 1928. Bogardus and Lichtenberger organized their materials chiefly around outstanding personalities, chonologically arranged; House organizes his presentation around subjects, classified under four heads: Geography and Social Differentiation; Human Nature and Collective Behavior; Conflict and Social Control; and The Trend of Social Theory. His predecessors devoted large fractions of their space to digests and summaries of theories; House places his emphasis on critical comment rather than on abstracts.

As compared with the general consensus of American opinion in the past, House's shifts of emphasis are significant. Paralleling the change of interest in American social work since the War, he gives little attention to economic reconstruction of society: Marx, Saint-Simon, Lassalle, Fourier, William Morris, Ruskin, John Stuart Mill and Simon Patten receive little or no mention. Another social program dismissed with slight attention is eugenics: Galton is not even listed in the index. Many of the older social philosophers drop, in this text, to positions of minor importance: Comte, Ward, Rousseau, Locke, Hobbes and Buckle fall into obscurity. On the other hand, the cultural and anthropological point of view is emphasized far more than has been usual: Westermarck, Spengler, Malinowski, Tylor, Durkheim, Ratzel and Teggart are given increased prominence. The Chicago school of sociologists, with their community surveys and their documentary case studies, are given outstanding attention: Park, Burgess, Thomas, Znaniecki and other Chicago figures loom large, while Ross and Biddings, though by no means ignored, are subordinated.

HORNELL HART

Bryn Mawr College

Long Roots

THE NEED OF A NEW BIBLE AND A CREEDLESS CHURCH, *by Samuel H. Guggenheimer. Greenberg. 388 pp. Price $3.50 postpaid of The Survey.*
THE MAKING OF THE CHRISTIAN MIND, *by Gaius Glenn Atkins. Doubleday, Doran. 336 pp. Price $3.00 postpaid of The Survey.*
THE GREAT GALILEAN, *by Robert Keable. Little, Brown. 212 pp. Price $2.50 postpaid of The Survey.*

MR. GUGGENHEIMER wastes much of his volume in setting up a straw man and then knocking him flat—not much of a feat for a scholar. Of course the Bible doesn't harmonize literally with modern science; and who claims it does? Not the liberal Christian; he knows better. Not the orthodox extremist; he knows all science is of the devil, and he believes the Bible at any cost. Perhaps, instead of a new Bible, all we need is a sane and sensible and scientific attitude toward the old one. But if we do need a new Bible, Mr. Guggenheimer isn't the first man to say so. His plea for a creedless church is better based; but even here he is a bit adolescent. Certainly, when creeds become oppressive, rather than expressive, we ought to change them; but almost any church ought to be sure it believe *something*. Perhaps, instead of a creedless church, we need a church with a creed which can be changed every time new spiritual light is gained. And

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

it is barely possible that a little search would enable us to discover just such a church—or several of them—already doing business.

After reading Guggenheimer, it is refreshing to read Atkins. He calls his volume a contour history of Christianity, and a better description would be hard to find. It shows the ups and downs, the high spots and the low, of the church from its beginning down to the present day. He discovers more things wrong with the church than does Guggenheimer; but his approach is sympathetic. He leaves you with the feeling that there is still life in the bones, dry as they may be. People who wonder how the church got that way ought to read this book. They will not only find an answer to their questions, but will find also an idea of the length and strength of the roots which hold the church upright. Mr. Guggenheimer is respectfully referred to Mr. Atkins.

Readers of The Atlantic Monthly are already familiar with much of this book by Robert Keable, through its serial publication in that journal. But readers of the wood-pulp magazines will like Keable as well or better than the traditional readers of The Atlantic. He writes about Jesus; and his style is pungent, his ideas unconventional, his sympathy and insight deep. His aim—as stated on the cover—is to lead the common man to see the differences between the Jesus of history and the Christ of tradition. He certainly succeeds; though there may be question as to whether his picture of the historic Jesus is any more accurate than Barton's, or Case's, or any one else's. His secondary aim—also stated on the cover—is to save the figure of the traditional Christ for the purposes of worship. I don't think he succeeds here as thoroughly as in his first aim. But this is a gripping book; easy reading, because so well written and so interesting, in spite of the depth of its thought and feeling.

CHARLES STAFFORD BROWN

Longmont, Colorado

Cultures

THE BUILDING OF CULTURES, *by Roland B. Dixon. 312 pp. Price $4.00 postpaid of The Survey.*

STUDENTS to whom this anthropologist is known only as the author of a ponderous volume on the complex divisions of the human family will be pleasantly surprised. The present volume not only exhibits a rare scholarship but brilliantly illumines the origins and developments of common culture elements. It also bristles with controversy. To the older diffusion theories, Professor Dixon opposes one of his own which, for the lay mind, at any rate, has the attraction of coinciding with such common-sense observations as any one may make and also with present-day knowledge of the ways in which the human mind works.

Central is the idea that we have to look at a culture pattern as a whole if we would wish to understand the part played by any of its ingredients. The accretions and losses of individual culture traits, their deep rootage in some instances and their rapid evanescence in others, can be explained only by realizing the total needs and opportunities occasioned by given geographical and climatic conditions. The possibilities of both diffusion and separate invention are limited also by the length of time during which the experience of a racial group has remained uninterrupted; innovations are resisted to the degree that they are rare.

These, of course, are merely abbreviated notes on one of the main themes; but they may suffice to indicate how much a careful comparative anthropological research extending over vast areas and periods, may contribute to the understanding of our own time. Long before he reaches the last chapter—in which the author makes fascinating applications of that kind—the attentive reader will have discovered parallels in the development of cultures ranging from the most primitive to the most complex. Not only the student but also the community organizer and every one interested in the larger problems of our social life will be stimulated by discussions so richly documented.

BRUNO LASKER

The Inquiry

Take Your Choice

EMOTION AND DELINQUENCY: A CLINICAL STUDY OF FIVE HUNDRED CRIMINALS IN THE MAKING, *by L. Grinberg, M.D. Brentano's. 147 pp. Price $3.00 postpaid of The Survey.*

THE reviewer believes that this book had better speak for itself and hence quotes paired statements, for comparison:

1. "Lately a special prison was established for minor delinquents classed as defectives." (page 5)

(1). "It may transfer into the special prison delinquents accused of any crime beginning with larceny and ending with murder." (page 5)

2. "It is unfortunate that we have no means as yet of measuring emotionality." (page 6)

(2). ". . . the means at our disposal for the determination of emotional stability are as yet crude, but they have given definite and satisfactory results." (page 8)

3. "The law . . . has not listened to the voice of medicine, and even today prosecuting attorneys will ridicule the findings of scientific medicine. I allude here to the investigation of the endocrine system." (page 8)

(3). "We are only suspecting the importance of the endocrines, and the actions or interactions of all these glands is mostly a question of debatable theory." (Preface, page IX)

4. "The havoc played by syphilis . . . is well known to everybody . . . particularly (in relation to) mental defectives of the worst type and their subsequent delinquency." (page 28)

(4). "One case is known to me where the father was suffering from general paresis—and the son from lues . . . he had an average intelligence quotient." (page 28)

5. ". . . borderlines were arrested . . . for petty larceny and prostitution, but those showing distinct mental defectiveness were arrested for serious offenses." (page 5)

(5). ". . . three girls were accused of serious offense [prostitution] and nine of minor offenses." (page 32)

6. "Case S, counter-girl." (page 43)

(6). "She had never worked since she came to America." (page 43)

7. "These findings . . . help to dispel the usual assertion that all delinquents are mentally backward." (page 67)

(7). "Yet . . . it cannot be denied that delinquency and mental retardation go hand in hand." (page 68)

8. "(The mentally backward) will often show a great amount of resourcefulness." (page 66)

(8). "The feeble-minded . . . acts without logic and only too frequently without a semblance of logic." (page 71)

9. "It was impossible to put any credence in her story." (page 81)

(9). "But some truth could be obtained from time to time." (page 82)

10. "The delinquent is also a liar, a fabricator." (page 71)

(10). "The girl giving an intelligence test approaching normal or above normal was an extravagant liar . . . The girl with an intelligence below par was sincere in her story—her answers contained a great deal of psychological truth." (page 81-2)

11. "Out of 498 girls, 34 gave reliable data as to their earnings." (page 92)

(11). "Of the 34, 8 could not be determined." (page 92)

12. "An analysis of the childhood records showed invariably that a delinquent was insubordinate in school," etc. (page 94)

(12). "Patient, 16½ years, school good but slow." (page 95)

13. "Case N—The second wife . . . brought up the two children (apparently the girl and the brother) and took good care of them." (page 98)

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

(13). ". . . on many occasions [N] took part of the mother with the other children." (page 99)

14. ". . . In our great cities with a large foreign population, the majority of the delinquents are of foreign extraction." (page 47)

(14). "A striking point [in this study] was that 48 per cent were children of foreign-born parents," etc. (page 139)

AUGUSTA F. BRONNER

Judge Baker Foundation, Boston

A Distinctive Text-Book

MAJOR PROBLEMS OF DEMOCRACY, *by Seba Eldridge and Carroll D. Clark. Century. 585 pp. Price $1.80 postpaid of The Survey.*

THE authors claim that this highschool and junior-college text is distinctive in that it concentrates on fundamental problems of democracy with sufficient richness of detail to allow the facts to speak for themselves, that a case method of illustration makes these problems realistic, and that detailed suggestions for the study of problems of the local community allow young students to obtain a background of experience that promotes constructive interpretation. The reviewer considers that the claims of the authors are justified by the quality of the book. After four chapters on the foundations of social life, the problems of work and welfare are next considered in five chapters, then follows a treatment of the business of living together outlined in four chapters, problems of individuals are considered in two chapters and finally the fifth part of the book outlines the processes of social control in the course of five chapters. The case illustrations seem well chosen and the references are up-to-date and well arranged for use. We predict that this book will have a wide field of usefulness in secondary schools. In view of the growing scepticism in some quarters of the validity and success of laboratory methods so long used in teaching elementary courses in physical science, now that the method is being brought to test, one wonders whether community study by highschool children, patterned on the analogy to experience in laboratory courses in physical science, is a sound educational venture.

Editor, Social Science Abstracts F. STUART CHAPIN

First Catch an Idea

BETTER WRITING, *by Henry Seidel Canby. Harcourt, Brace. 141 pp. Price $1.35 postpaid of The Survey.*

NO MATTER what particular aspect of his subject he is discussing—arrangement, style, the mechanics of written language, or what-not—there is one thing to which "Doc." Canby constantly returns: the necessity of thinking out clearly what you have to say before you try to say it. Have an idea first, he says in effect, hold on to it when all sorts of temptations would lead you astray, and express it—all of it—just as simply and definitely as you can. His detailed advice is practical and much needed. Editors might do well to have a supply of this little book on hand to distribute to would-be contributors, especially to those who look upon writing as a decorative art.

The Inquiry BRUNO LASKER

Careers

AN OUTLINE OF CAREERS FOR WOMEN, *by Doris E. Fleishman. Doubleday, Doran. 514 pp. Price $3.00 postpaid of The Survey.*

THE author has compiled in one volume the opinions of forty-five women whom she considers experts in their individual fields. There is no attempt for uniformity but most of the chapters describe the tasks performed by one in the occupation, the qualities of character necessary for success, disadvantages, and the range of salary. The chapters on radio, railroading and styling merchandise are the newest contributions. The book is undoubtedly the most comprehensive one of its kind and should be recommended to young women who have not made their decisions. One wishes, however, that more stress had been laid upon the procedure for entering each occupation. The value of the book would also be greatly enhanced if a bibliography followed each chapter.

MABELLE BABCOCK BLAKE

Personnel Director, Smith College

11 to 8 for the Drys

PROHIBITION STILL AT ITS WORST, *by Irving Fisher and H. Bruce Brougham. Alcohol Information Committee. 358 pp. Price $1.60 postpaid of The Survey.*

A BOLD author indeed to come back with a sequel after such violence as met the original, Prohibition at Its Worst, We owe Irving Fisher the tribute of a reading of his new book because of his courage, the admission of his previous mistakes, and for the new and trustworthy matter he gives us. As far as is humanly possible, pros and cons of the value of "prohibition" are offered in equal space, chapter by chapter. The reader sits in at the nineteen-inning game and makes his own score if he will, knowing that Professor Fisher in his final chapter of Confession and Conclusion will come through as dry as he went in. Eleven to eight seems to me the winning score of the drys on merit by chapters.

Alcoholism is a problem in human physiology. Science can be trusted to answer the question of human benefit or detriment from its use. Prohibition is a very bungling experiment in social practice. Society is not at present able to look at itself or test its works as science would, or even judicially as a court might. Fisher and Brougham have helped us toward a critical sense of values, to a fair weighing of arguments and to appreciation of the many-sidedness of the question at issue. There is no alternative for us at present but to keep thinking, gathering facts, observing results, remedying errors.

HAVEN EMERSON, M.D.

From Psychologists' Workshops

YOUR MIND IN ACTION, *by F. A. Moss. Houghton Mifflin. 477 pp. Price $3.75 postpaid of The Survey.*

THE great stir in psychological laboratories, which is occasionally rippled across the front pages of the public prints, is described with unusual accuracy by Dr. Moss of George Washington University. He goes beneath the ripples and fishes up charts and tables and cases, but he has a saving literary skill and appreciation which keeps the book from becoming a bare account of experimental chronicles. Considering that he has a medical degree as well as the more orthodox doctorate in philosophy, makes this latter saving quality somewhat remarkable.

The curiosity-stirring questions the publishers have criss-crossed on the jacket might suggest another Dorsey book, but in plain fact it is one of the best inclusive books on the practical fruits of psychological research during the last two decades, given in text-book form, but nevertheless interesting as well as helpful for the general reader.

This is the book I am going to recommend from now on when asked, "What should I read in psychology books?"—provided the inquirer has completed his course in the tabloid epoch. He will not need a dictionary, but he will not find enough intrigue or love plots to satisfy a tabloid appetite, unless he can get this satisfaction from a brief account of sex and food incentives in rats and an equally brief account of Freud's main theses.

Colgate Psychological Laboratory DONALD A. LAIRD

With Apologies

THROUGH an unfortunate oversight the name of the author, Mark H. Dix, was omitted from the review of his memorable book on his father, An American Business Adventure: The Story of Henry A. Dix, reviewed in the Midmonthly of March 15.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

THE SOCIAL WORK SHOP

Starting from Scratch

By ELWOOD STREET

THE principles and practice which were followed in establishing the Community Chest of Washington, D. C., last autumn may be suggestive to administrators in various fields of social work.

The location of the new office is convenient—at 1418 I Street, N. W.; handy for men callers, two blocks from the Treasury and from the financial center, and close to the route to clubs for luncheon; handy, also, for women visitors, two blocks from the outside limits of the congested parking district, close to main bus and street-car lines. Fourth-floor position, extending from front to back of building, gives light and air on three sides, with protection on side by alley and three-story bank unlikely to build any higher.

The fourth-floor space of one thousand eight hundred feet provides ample reception room for callers, telephone and files; separate room for director with his many conferences; another semi-private room for assistant director, auditor and secretary; a general office large enough to accommodate the normal number of clerical employes; a room for the addressograph and other noisy machinery; and some storage space for supplies. Two additional rooms on the floor below have recently been rented. One is for supplies and records which have accumulated in large quantities and much of which must be held over from campaign to campaign with ready reference possible; to be kept under lock and key with one person responsible, who has instructions that supplies shall be delivered only upon written requisition. The other room is used for publicity workers and speakers bureau secretary, who have been cramped into the reception room; to their inconvenience and that of the telephone operator and callers as well.

Space in this fairly old building, remodeled from an apartment building but quite satisfactory for the Chest's purposes, made rent $170 a month, or about one dollar per square foot per annum, on a three-year lease; one-third the prevailing rate in modern office buildings. A social-service building for the Chest and all of the social agencies which need office space is contemplated at the end of the lease.

Good light is assured by the windows on three sides, good semi-indirect electric lighting, and walls papered in light cream color.

For convenience in intercommunication as well as economy in handling telephone calls, one switch board was established for the Chest, the Council of Social Agencies (which moved onto the floor below), and the Social Service Exchange (which was transferred from the Associated Charities to the Council). The telephone operator also clips newspapers, files correspondence and receives callers.

Privacy for executives, whose doors—like those of the reception room—open from the hallway by the elevator, is insured by clear glass in doors so that people will not come popping in when they are busy; door checks to close doors when forgetful callers depart; signs on door windows—"Private, Entrance Room 403"—to prevent unfamiliar callers from tripping directly from the elevator to these private offices.

For handling payments of contributors who find the office convenient for personal call, a window was cut in the wall between reception room and general office, where an assistant auditor is available to give receipts. Receipts are in duplicate, numbered serially, one copy for contributor, one copy for permanent record.

Floors are of wood, stained and shellacked. In executive's office and in reception room where distinguished and undistinguished callers are received, part of the floor is covered with rugs made from buying, at one-fourth price, a rug that was practically as good as new and having it cut in two and bound along the cut edge. To prevent wearing-out of the rug, the director's chair has large rubber-tired casters.

Master cards for the list of prospective givers are four by six inches in size, to correspond with the size of the pledge card; so that the files may be interchangeably used. Four by six inch size was necessary for the pledge card because the list of fifty-seven member agencies, printed on the back for designation by contributors, could not be reduced to three by five inch space. The master card has places for name, title, business, business address, home address, team number and other pertinent information; record of direct gifts to Community Chest agencies before Community Chest was organized; and record of gifts to the Community Chest for subsequent ten years, so that comparative statistics can be easily compiled. Direct gifts, as revealed by the lists furnished by the member agencies, are posted in a numbered space corresponding to a key number assigned to that agency so that identification of the agencies to which the person gave would be easy.

THE master cards are filed in steel files made by the Library Bureau. The cards were printed by the same company, in strips of six, separated by perforation for convenience in running through the typewriter; with separation afterwards. For ease in identification they were classified by use of the Library Bureau's Expandex index guides with approximately twenty-five cards to a division.

The master cards when finished were sorted by post-office employes (working in their spare time) into the various divisions and teams in which the campaign was organized. On each master card was stamped the number of its division and team. After typing the five sets of record and prospect-pledge cards as mentioned below, the master cards were alphabetized to serve as an index to the location of any prospect in the campaign.

For economy in handling, the prospect and pledge cards were combined in one 4⅜ x 6 inch card; extended at the right to 8½ inches by a receipt 2½ iches wide, which could

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

be filled in by the solicitor, torn off and given to the subscriber. This prospect-pledge card on cardboard was the last of a series of five, the upper four of which were printed on vari-colored bond paper interleaved with carbon paper, in strips of five hundred, prepared by the American Sales Book Company. The extra cards were used for various record purposes, instead of separate manuscript lists.

Since addressograph plates for all givers of $5 and over and for all prospects are now being made, the plan for the next campaign probably will be to imprint all of the prospect cards and duplicate cards from these plates.

ON the master record plates recently developed by the Addressograph Company, the names of all subscribers are "punched"; together with the amount subscribed and the amount of payment normally due. In order to speed up the preparation of these addressograph plates for billing, five "Graphotypes" or plate-making machines were rented in addition to the one the chest owns. By a "switch tab" in the upper left-hand corner of the plate, payment or non-payment of the amount due is indicated. Steel tabs in various positions indicate the size of the gift and the dates when payment is due. The bill is made out, with the address, the amount pledged and the amount to be paid, directly from the plate. Salutation—as, "My dear Mrs. Jones"—is punched on the addressograph plate so that, when the chest wishes to, individually filled-in letters can be prepared upon the "dupligraph" and the envelopes also addressed. A "cut-off" keeps the salutation from showing when letters are not being filled in. In the upper half of the plate, on a printed form, payments are posted; so that the plate itself serves as a ledger card. Each drawer in which the addressograph plates are filed is maintained as a separate ledger account, for separate balancing. In this way all of the work of billing and of posting payments is done directly with the addressograph plates.

Plates are also being made for all "paid in full" subscribers of $5 or more. To these subscribers certificates of community-chest membership, with an eyeleted hole punched in the top for hanging up, were mailed in window envelopes. On the back of the certificate is a list of agencies; and a space in which is written the amount of the subscription and the amount paid. Certificates are mailed also to any "unpaid" subscribers who indicate by a check mark on the bill that they wish them. Plates of course were made, too, for all campaign workers, who thus were sent bulletins "hot from the griddle" during the campaign.

The addressograph was chosen for this work because its plates print through a ribbon and more closely resemble typewriting than does other equipment available. Moreover, the addressograph made possible the use of the dupligraph for individually filled-in letters (to the loss of the process-letter companies, but the saving of the Chest).

Bills are mailed in window envelopes without isinglass over the window, for the greatest possible economy (just like the telephone company's bill envelopes). Return envelopes are enclosed, because of experience that a return envelope increases the number and promptness of payments.

Typewriters, it was agreed, should be durable, handle cards easily, be easy running and keep alignment. On the basis of previous careful trials by the St. Louis Community Fund, Royal typewriters were chosen. Recently the salesman for the L. C. Smith Company, came around and said that his typewriter had an improved arrangement for handling cards and that it was superior for cutting mimeograph stencils. We have accordingly purchased one of these after trial and are using it, especially for stencil cutting, which it does very satisfactorily. For personal dictation the director, after careful test of dictating machines just before he left St. Louis for Washington, found that the two available types of machine were about equal in clarity of voice-reproduction but that the Ediphone, in the race between it and its rival company for improvements, seemed to have for the present, a slight advantage in mechanical convenience. Either machine would have been quite satisfactory.

Most of the furniture is "Republican" furniture—desks, chairs and tables used by the Republican National Committee in Washington during the political campaign which terminated just as the chest began its activities. The desks had been rented to the Republican committee and used only a few months. They came at about half original price. They had oak finish, not especially beautiful but apparently durable (despite the dubious opinion of the salesman who wanted to sell new desks made from northern hardwood. He was placated by the purchase of chairs and table for the reception room). Desks were purchased only for those people who had larger responsibility and really needed desks for the storage of papers and work; and for typists with secretarial work (drop-leaf desks for them); while tables at which two people each could work were purchased for the clerical and checking work. Folding typwriter stands, purchased for the extra campaign typists, now are folded up and put away until the next campaign.

A MOTOR-DRIVEN mimeograph is used for handling material requiring a larger number of copies than can be provided by the ditto machine. The mimeograph is the new model which has an enclosed ink chamber (to prevent smeary fingers); and an automatic slip-sheeter, to save time in handling non-absorbent paper which sometimes must be used.

Steel shelving for the supply room has been purchased rather than wood, because while the first cost is slightly higher than wood, steel shelving comes in units which can be easily adjusted and can be placed in other offices if the chest ever moves; (that social service building looms ahead, as a possibility).

The campaign workers reported their pledges in triplicate, through the medium of two carbonized sheets stapled by the printer to the face of the worker's report envelope, the whole carefully arranged to register. The worker filled out the top sheet and thus provided a carbon copy on the sheet below and on the worker's report envelope. The top sheet was given to the division secretary for his record of pledges received; the next sheet, to the captain, to check up his record of the cards assigned to the workers. The carbon copy on the envelope was sufficently clear for the auditors to follow—most of the time!

Instead of asking the keyman in the industrial establishments to write his record of pledges on the face of his report envelope, which often was not large enough for all the names and which gave the keyman no copy of his report, duplicate sheets separated by perforations were included with each keyman's supplies in sufficient numbers to cover all of the employes of the firm. The keyman made out his report in duplicate, enclosing one copy in the envelope and keeping other for his own record. The plan worked beautifully, when the keyman used it.

Rather than organize a supply division, with the consequent work and confusion from inexperienced people, the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

chest employed the Merchants' Transfer and Storage Company, which delivers for a considerable number of stores, to wrap and deliver the supplies, on the basis of triplicate orders with receipts signed by the person who received the supplies. There was some confusion due to the inevitable lateness in ordering the supplies for this hurried first campaign; but the arrangement worked on the whole admirably, with much less expense proportionately than had been the experience in other chests when supplies were handled by temporary employes. Besides, there was a great advantage in being able to blame the delivery company if things went wrong; as they sometimes do when an army of four thousand volunteer workers is implicated!

IN order to control purchases (which tend to get out of control in any office) all orders for supplies and equipment and for purchases of any kind are made out in triplicate on serially numbered order blanks which must be signed by the director. The auditor makes all purchases. The clerk in charge of the supply room (that locked room on the floor below) gets a copy of the order and certifies to the correctness of the delivery. One copy is kept by the auditor for filing with the bill. The original goes to the firm on which the order is made out.

In order to save expense of printed-matter postage and of separate addressing and mailing, acknowledgement of the pledge and the March 1 bill were combined in one printed form on the back of which was the ballot for election of trustees of the Community Chest and a suggestion blank. Receipt is not sent for payment unless the subscriber requests it; on the ground that the cancelled check is the receipt.

One time-consuming operation is saved through elimination of the usual deposit slip. Instead, the bank is given a copy of the daily record of cash receipts which is necessary for the bookkeeping system.

Several business precautions for protection and economy have been adopted. In order to give assurance of protection of funds, bonds have been taken out on all employes who handle cash, to the sum of five thousand dollars for each; which is ample to cover any currency which will ever be in the office at one time. All of the employes are covered by workmen's compensation insurance in accordance with the laws of the District of Columbia. The furniture and equipment are protected by fire and theft insurance. A "protectograph" is used in making out checks, to prevent alteration. All expenditures are by duplicate voucher check, the copy of which is filed. All petty-cash payments are recorded by duplicate voucher. All bills are paid promptly on the nineteenth of the month so that all discounts possible can be taken.

THE list of contributors is kept up-to-date by checking against the death list and through clipping the newspapers for changes of address, change of official status, etc. Clippings reveal the names of people to be congratulated, too, on various bits of good fortune, in behalf of the chest.

The staff consists of the director; assistant director who is especially responsible for campaign details; a publicity man (who at present is two half-time men, specialists in two different fields); a speakers' bureau secretary; an auditor; a chief clerk; the director's secretary; and a clerical and typing staff of twelve people. The clerical staff is larger in number than would be necessary to handle the routine work. It is organized on the basis of preparing for the next campaign throughout the year with an experienced staff familiar with the work. The chest believes that twelve people throughout the year will cost less in the long run than employing a large additional force at campaign time unfamiliar with the work, paying for a large amount of overtime work and enduring the inaccuracies and confusion of a large and inexperienced staff.

The cost of operation, including campaign and administration, is figured at 6 per cent of the amount subscribed; as compared with an average of at least 15 per cent of separate campaign costs of the separate organizations before the Community Chest was formed. (This is a guess. No one has ever been able to find the full cost of separate solicitation in time of employes, unrecorded expense of "charity" balls, etc.)

Each "executive" is required to fill out each day a schedule of his plans for the day and to give the director a copy of it, keeping his own day's record on the right hand side of the day's schedule. Each must, in addition, give the director each Saturday his program for the next week and his report of activities for the last week, which are discussed in the fifteen minutes "check" conference which each executive has with the director on Saturday morning. Other conferences of course are possible at other times during the week.

The "executives" have an hour's "cabinet" meeting every Saturday morning; and the whole office staff has a meeting to hear speakers from the various agencies and to discuss general office policies on the last Monday morning of the month.

ANY job required by any "executive" must be requested of the chief clerk in written form, on a "work order" blank which is prepared in triplicate, one copy for the person who makes the order, one copy for the chief clerk and one copy for the employe who is to do the job. When finished the work and the work order are returned to the person who asked for the work to be done. This arrangement prevents much "buck-passing." (This plan is an experiment. The idea came from the "job-ticket" which printers use. It may not work well enough to justfy its continuance.)

All jobs assigned to the general office are recorded by the chief clerk in a "work journal" exactly as receipts of cash would be recorded. Jobs are recorded also in a work ledger, one sheet for each employe, so that the chief clerk may know exactly what work each employe has done and can plan the work ahead. (This is another experiment. It may not justify the time and trouble.)

General supervision and advice of office procedure are provided by a committee of five, made up of three members of the Executive Committee of the Community Chest (one, the head of a storage warehouse, and two bank presidents); in addition to two experienced office managers. The chairman of this committee is a member of the Executive Committee of the chest.

With all these methods and arrangements established the chest's purpose in administration of course will be to improve steadily the economy and effectiveness of its office work. Projects which lie ahead include a "job analysis" of every job; standard-practice instructions for every operation, as part of a general office manual; a continual study of further possible applications of machinery to office procedure; simplification of office processes and elimination of unnecessary ones; and development of graphic methods of scheduling work and showing progress. The end is the lowest possible cost of collection and distribution of funds so that every available penny may go into human service—in the words of the chest's motto, "For Washington's Sake."

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Eighth Inning in Salaries

The discussion of salaries for social workers, which opened in The Survey of December 15 and has continued in succeeding Midmonthlies, will be summed up in the issue of May 15.

The Pains of Poverty

By David Dressler

FOLLOWING Miss Rubinow's suggestion, one of the "youngsters" is giving his impressions of and comments on the present salary scale of social workers. As a "youngster" and a comparative newcomer to the field, he should perhaps be closer to the diversity of sentiment, some leading in the direction of social work, others branching off into other fields. As such, I believe I may say my sentiments are representative and that they are emphatically in accord with Miss Rubinow's. No matter what the situation may have been in the past, with its emphasis upon unfounded idealism and impractical hysteria, at the present time a person contemplating entering social work expects not only a spiritual but a material remuneration. The prospective case worker expects not only to relieve poverty among clients, but to keep above the poverty level herself.

The tradition of a seedy social worker, anemic, colorless and drably dressed, is unsavory enough to cause much hesitation before one steps into that profession.

I believe the present low salary for social workers in the minor positions is keeping out the very element most necessary for the development of the work. A person faced with the opportunity of training in any number of fields would think twice before deciding to spend his life in "service to humanity" and installment-bought suits, when he could just as well make enough money in another profession to enable him to render that service to humanity through the medium of a liberal check to the local community chest, thus easing conscience plus economic strain.

If the field wishes to draw men and women of the more capable sort and not merely neurotics and the ambitionless, the inducements must be much more material, with less emphasis upon the reward in heaven. It is absurd to expect a person with a virile mind to tie himself down to the penury of a low-salaried position when he can use that mind in a field more ready to reward according to merit. Genius may be inspiration plus perspiration, but while one may not always expect to be remunerated for natural inspiration, he certainly does for unnatural perspiration.

Under the present salary system, social agencies dictate the qualifications of social workers as follows: they must be single, if male, for they cannot support a family; they must have very few interests, for they cannot indulge in books, music or other cultural pursuits; they must possess very little imagination, for they cannot afford flowers, or trips, or experimentation. They must be drab in their desires, for they cannot afford decent clothes. In fact, if one wants to be frank, it must be admitted that the agency is very uncatholic in that it tacitly demands birth control, for what social worker at $1,800 a year can afford to rear a child when there is a wife in the bargain?

No, I believe "youngsters" will demand for the future more attractive salaries, if the worth while of their group are to be drawn into the field.

A Chance for Creative Work

By John F. Hall

REGARDING professional standards in general, Dr. H. von W. Schulte, president of the Omaha Council of Social Agencies, made this pertinent observation: "Until we recognize that the professions embody the creative spirit of society, not its acquisitive or possessive drives, we shall not have defined ourselves with sufficient clearness to formulate our principles. It is not improbable that education in the plastic years can make men aware that satisfaction inheres in activity rather than in the results of activity. . . ." And there is the nub of the question.

Few would deny that social workers, as well as other useful persons, should receive adequate compensation. Some believe that evaluation of their services should be on the basis of performance rather than any union scale, and that as they prove their value the question of remuneration will largely take care of itself.

Surely the public does not pay too high a compliment to the profession of social work in assuming that its members are primarily interested in the creative rather than the acquisitive aspects of their jobs. If the public should be mistaken, such proposals as the one put forth by the Baltimore beginners would tend to disillusion it, and incidentally make it less willing to pay even present salaries.

Whether we like it or not, the public respects good social workers largely because it considers them among those whose "satisfaction inheres in activity rather than in the (acquisitive) results of activity." It is this that gives the honor of a professional status. Of such are the best in every profession. In my opinion, if a moratorium could be declared on public discussions of social-work salaries for the next ten years social workers would not lose money in the long run and they would have a chance to establish their profession solidly on the creative rather than the acquisitive basis.

THE salaries of one hundred and twenty psychiatric social workers—a good random sample of salaries offered in the field—are shown in the table below, furnished by the Division of Community Clinics of the National Committee for Mental Hygiene. At the right are listed, for comparison, the salaries of seventy-two psychiatric social workers registered and placed, during 1928, as reported by the Joint Vocational Service.

	National Committee for Mental Hygiene		Joint Vocational Service	
	No.	Per cent	No.	Per cent
Under $1200	0	00	1	1.4
$1200 to $1399	2	1.6	1	1.4
$1400 to $1599	3	2.5	1	1.4
$1600 to $1799	7	5.8	0	0.0
$1800 to $1999	33	27.5	27	37.5
$2000 to $2199	14	11.7	18	25.0
$2200 to $2399	18	10.0	1	1.4
$2400 to $2599	21	17.5	12	16.6
$2600 to $2799	9	7.5	2	2.8
$2800 to $2999	5	4.2	3	4.2
$3000 and over	14	11.7	6	8.3
Total	120	100.0	72	100.0

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

GOSSIP: of People and Things

SPRING has evidently come with a vengeance to our esteemed contemporary, The Family. . . . The National Conference publicity sheet quotes Margaret Rich, the editor, as giving directions to those who plan to stop at the Fairmont, the headquarters of the American Association for Organizing Family Social Work, during the San Francisco conference. . . . The Fairmont is three blocks straight up toward heaven from the St. Francis, the official conference hotel. Miss Rich says—or chants—"Hold yourself lightly erect, walk flat, planting one foot after the other with a slow, easy swing, in about the tempo of the Wedding March from Lohengrin, and you will reach the top, feeling that you could have kept onward and upward forever. Like Christian and Hopeful at the end of their pilgrimage, you will 'go up that hill with ease,' supported by the ministering spirits that always accompany those who seek the heights" . . . . There's not a doubt in our mind that The Family is about to begin printing both words and music for its light and frolicsome pieces about organizing family social work. . . . Verse by Francis H. McLean, score by Margaret Rich, continuity by Ruth Graves. . . . The Family Organ used exclusively. . . . And that, by the way, wouldn't be a bad name for the paper under the new policy. . . . As mere editors, without a flicker of the modern psychology, we just can't help wondering why it was Miss Rich hit on the Wedding March to illustrate her gay new way of saying Hay-foot, straw-foot. . . . We have often wondered if family welfare begins at the altar, or after a visit to the C.O.S. . . . Probably the first case worker brings it in just as the first robin is the official sign of spring. . . .

CHEERS for the Committee on Public Aid to Mothers with Dependent Children in Their Own Homes (this comes long after family welfare), which has bobbed its name to the Mothers' Aid Group—one of the Kindred Groups of the National Conference. . . . Think what a relief it will be when the secretary registers for the voting next fall or fills out the application for her driver's license. . . .

When we went to Columbus we always popped right from the sleeper into a telephone booth to call up Mary B. Holsinger and find out what's what in Ohio social work. . . . When Howard Knight left the Ohio Conference of Social Workers on somebody's doorstep, Mrs. Holsinger adopted the foundling and its system of institutes. . . . Now she too has abandoned the child and come on as the first full-time executive secretary of the New York State Conference of Social Work, with headquarters at 289 Fourth Avenue, New York City, c/o the State Board of Charities. . . .

The Bridge of Humanity, a pageant written by Paul S. Bliss, publicity secretary of the St. Louis Community Fund, made a great hit, particularly the part where a representative of each agency in the Community Chest is summoned to the stage and presents one of the blocks from which the bridge of humanity is actually built. . . . Mr. Bliss has it all worked out, not forgetting the cost, which is $230, including so many rolls of colored tissue paper from the five-and-ten. . . . The author might be willing to send a copy to anyone interested and probably would consider reproduction rights in other cities at the usual social-agency rates, plus war tax. . . . His first reward—or is it a penalty?—was a summons to active duty for three months in the Command and General Staff School at Fort Leavenworth, Kansas, as a lieutenant-colonel of infantry. . . . Well, we're summoned to jury duty every so often ourselves—in the Supreme Court, mind you. . . .

South End House in Boston has for its new head-worker Albert H. Stoneman, for many years state superintendent of the Michigan Children's Aid Society, and this year president of the Child Welfare League of America, from whose Bulletin we nip this news and the fact that he is succeeded in the Michigan post by Fred R. Johnson of Detroit. . . . Congratulations to everybody about everything. We are just selfish enough to applaud when a couple of fellows swap jobs and make news for this department. . . . It moves us to add one to the heading by J. Prentice Murphy on page 2 of the same Bulletin, Adoption—a Perennial Topic, ours being Transplanting—an Annual Occupation. . . . Timely, too, on these warm spring days. . . . Particularly as Julius Lankes has taken his wood-carving tools out into the brush of Virginia and cut us two holly plants with simply exhausting directions as to how to ease off a native of Virginia into the overly cool earth of Westchester County. . . . Young holly looks as forlorn as an unadopted orphan, with a spindly stem about the size of one of Edwin Ashton's justly famous Venus lead pencils growing out of a root the general shape and bulk of an overgrown sweet potato. . . . Probably Fred Johnson hasn't been on his new job long enough to advise us whether to use bone meal around a placed-out child such as this. . . .

Behavior clinics continue to spread in a way that threatens to put a permanent in the crime wave of the next generation. . . . The latest is at Tulane University, New Orleans, in charge of Garrett P. Wyckoff, who is professor of sociology and director of the school of social work. . . . Professor Wyckoff may solve all of New Orleans' troubles if he can bring Ole Man River and the boll weevil in as patients. . . .

Five handsome young women appeared together at the Grand Central bound for a week-end at the Caroline Country Club—and four of the five had IT. . . . "Had what?" you ask. "Surely not—" . . . . Wrong again. They had each a copy of the German issue of Survey Graphic, and Louise Odencrantz, who was one of those who had it, said they almost had their picture taken for Gossip. . . .

Well, we've finally seen Street Scene and we're more certain than ever that the Social Work Publicity Council did well in voting down its hotheads who wanted to get out a formal protest against the travesty of a social worker who storms through a tenement scene, bawling out her client for taking the youngsters to the movies out of sacred relief funds, and letting her be dispossessed. . . . We've been told that Elmer Rice, who wrote Street Scene, is a rather mild and good-natured as well as highly gifted young man. . . . He has evidently put in an East Side street and its characters as he saw them, honestly making the Italian over-sentimental as well as attractive, and giving a measure of anti-Jewish feeling which is more true than popular in these parts. . . . We have a horrible hunch, not to be mentioned outside the family, that some time, some where, Elmer Rice has met a case worker who suggested this character to him, and we've been toying with the idea that he may have been one of her clients. . . . Neither of which is a pleasant thought, especially as in whittling down the shrewish lady to give her a sharp stage presence, he has made her talk out of character like a traffic cop. . . .

WHEN you are cruising around in your airplane keep a sharp eye on the ground and one day you may see a series of letters twelve feet high and two feet wide, made of strips of white cloth held down by rocks at the corners. That would mean you were over a district cut off by some disaster and signalling for help. . . . If you happened to have a copy of the Red Cross code in your pocket, as Red Cross and Army aviators have, you could read it like a highway sign and rush off for help. Thus AE AF KO would mean: "We need beans, corned beef, and compound cathartic pills!" . . . The air code is part of the revised edition of When Disaster Strikes: Procedure for Red Cross Chapters, which is a typical Red Cross job in the way it combines adequate directions with brevity. . . . A chapter chairman facing a raging fire or the river pouring over the levee doesn't have to read a whole book before he can throw the relief work into high gear. . . .

Elections and Appointments

DAVID C. ADIE, formerly executive secretary, Charity Organization Society, Buffalo, now executive secretary, Buffalo Council of Social Agencies.

WILLIAM J. ASH, now publicity secretary, Indianapolis Community Fund, succeeding Eloise Walton.

DR. FRANKLIN W. BARROWS, formerly assistant school medical inspector, State Department of Education, now full-time health supervisor for public schools, New Rochelle.

HELEN BEAN, now Red Cross nursing field representative, Indiana, succeeding Margaret Reid.

ABRAM G. BECKER, formerly executive director, Y.M.H.A., Washington Heights, N. Y., now executive director, Y.M.H.A., Staten Island, N. Y.

RANDOLPH G. BISHOP, formerly with Tamblyn Brown and Co., now assistant director, Community Chest, Washington, D. C.

REV. ROBERT J. BLACK, now director of religious education, Grace Covenant Presbyterian Church, Richmond, Va.

(Continued on page 154)

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Welcome!

To the Fellowship of Survey Associates.

(New Members in the first six months of the Fiscal Year, 1928-29)

EVERY little while somebody asks, "Who Belongs?" Well, in November we always publish the list of members of the family, in acknowledgement of the participation which makes up the margin between commercial receipts and what it costs to keep The Survey going. But it doesn't show who are the Old Faithfuls, some of them of more than 15 years' standing, and who the new-comers.

So here at the turn of the year, April 1, is the list of *New Members,* who have joined the fellowship *during the past six months;* a few of them are old-time associates who went astray awhile but have returned to the fold—couldn't stay away a minute longer:

ALBANY, N. Y.—H. M. Ashby, J. L. Braman, Westcott Burlingame, William T. Byrne, Ledyard Cogswell, Jr., William M. Gibson, Lewis S. Greenleaf, Dr. A. F. Holding, Francis C. Huyck, Peter D. Kiernan, G. Y. Lansing, John A. Manning, E. V. Mullenneaux, Rollin B. Sanford, Peter G. Ten Eyck, Frederick Townsend, Harold P. Winchester.

BOSTON AND ENVIRONS—Stanley G. Estes, Albert Matthews, John H. Sturgis.

BUFFALO, N. Y.—George T. Ballachey, Buffalo Board of Education, Buffalo Foundation, Edward W. Case, Rev. Allan K. Chalmers, Norman P. Clement, L. E. Coffey, Fred Corey, Dorothy L. Crow, Mrs. H. B. Deans, Mrs. Edward Eisele, Rudolf Flershem, Mrs. L. H. Gardner, Mrs. Charles W. Goodyear, Mrs. F. C. Gratwick, Mrs. Nelson M. Graves, Mrs. E. M. Hayman, Mrs. E. B. McKenna, Mrs. Peter A. Porter, George Rand, D. J. Savage, H. G. Savage, Ansley W. Sawyer, J. Frederick Schoellkopf, J. Frederick Schoellkopf, Jr., Mrs. J. Frederick Schoellkopf, Jr., Paul A. Schoellkopf, Mrs. L. J. Surdam, Arnold B. Watson, A. H. Whitford, George W. Woltz, Edward Zaremba.

CHICAGO, ILL.—Arthur Detmers, Charles Dickinson, Bertha C. Hosford, S. C. Stewart.

CLEVELAND AND VICINITY—Elizabeth M. Bartu, Henry M. Busch, Wilber I. Newstetter, Ella C. Parmenter.

LOUISVILLE, KY.—Charles W. Allen, Wood Axton, Edwin Rock, Grover G. Sales, Mary B. Stotsenberg.

NEWARK AND MONTCLAIR, N. J.—Dr. P. Maxwell Foshay, Mrs. Lillian M. Gilbreth, Miss A. P. Halliday, Joseph Van Vleck, Jr.

NEW YORK CITY AND ENVIRONS—Mrs. D. E. Andrews, Mrs. M. Auerbach, Charles H. Boynton, J. A. Cohen, Mrs. Andrew Dasburg, Mrs. Lewis L. Delafield, Herman L. Emmerich, Mary H. Ford, Henry Gale, Bernard F. Gimbel, Harriet F. Hale, John Henry Hammond, Charles E. Hughes, Mrs. Ned Kauffman, Benjamin M. Kaye, Mr. and Mrs. William H. Kilpatrick, Margaret S. Marx, Mrs. M. C. Migel, Dr. Lotta Wright Myers, Holland S. Reavis, A. L. Rose, Charles Sackman, Ben Selekman, Alfred E. Smith, Dr. George S. Stevenson, Ordway Tead, Mr. and Mrs. Carll Tucker, George W. Wickersham, Dr. Frankwood Williams.

PHILADELPHIA—Charles W. Bainbridge, Florence L. Cook, Mrs. A. A. Eshrer.

PITTSBURGH—A. L. Jacobs, Mrs. Alfred M. Oppenheimer, Mrs. D. D. Pendleton.

WASHINGTON, D. C.—Mrs. Edward B. Burling, Mrs. Henry F. Dimmock, Mrs. Frederick C. Hicks, Mrs. Hennen Jennings, Mrs. Adolph C. Miller, John Barton Payne, Agnes L. Peterson, Chester A. Snow, Jr., Mrs. David L. Wing.

MISCELLANEOUS—Frieda H. Bishop, Savannah, Mo.; Dr. Frances Dickinson, Orange City, Fla.; Herman L. Ekern, Madison, Wis.; Mrs. C. J. Goldmark, New Haven, Conn.; Mr. Aime Hass, Troy, N. Y.; S. L. Keann, Baltimore, Md.; Mrs. Walter F. Koken, St. Louis, Mo.; Mary C. Leavell, Phoenix, Arizona; Mrs. James Le Cron, Des Moines, Iowa; John J. Lentz, Columbus, Ohio; Max McConn, Bethlehem, Pa.; S. H. McEvoy, Enid, Okla.; J. O. Mahoney, Dallas, Texas; John H. Marckworth, Cincinnati, Ohio; Harry Phythyon, Belle Vernon, Pa.; Lyman L. Pierce, Burlingame, Cal.; Della Ryan, Norwalk, Ohio; Josephine Sharkey, Chapel Hill, N. C.; H. B. Skeele, Savannah, Ga.; Dr. S. L. Skvirsky, Holyoke, Mass.; G. G. Weinberg, Princeton, N. J.; Edward N. Wright, Moylan, Pa.

FOREIGN—Beryl Colman, Norwich, England; E. Sewell Harris, Rugby, England; Kazuo Kato, Japan.

The especially gratifying showing in Albany and Buffalo is due to special membership campaigns in which our Field Secretary, Mr. John C. Briggs, and local members of Survey Associates collaborated. Such a campaign is now in progress at Rochester.

COMMUNICATIONS

College for Whom?

TO THE EDITOR: J. K. Hart, in The Survey of January 15, presents as the purpose of colleges the "typically American, or rah-rah," and the "culture purpose." The "typically American" — McConn's "superkindergartners" — show the attitude of certain shortsighted, selfish, and irritable professors who will not put up with young students, since they do not fit into the professors' research schemes. Separate colleges for these rich "typically American" young men, would create the worst type of snob-citizen, a nuisance to American traditions, a menace to democracy. What such students need is not a pampered life in educational palaces of their own, but rather a mingling with the poor but brilliant and studious, self-reliant young men of America; for only so can they become safe members of a democracy. The McConn theory of education shirks responsibility for making good citizens out of indifferent students. This irresponsibility of modern professors is largely to blame for the evils of American college education today.

As to the "cultural purpose" of the colleges, Mr. Hart admits that it is "almost obsolete . . . in our faculties." He is right; the faculties do lack culture or a cultural purpose themselves. Education in some universities is no longer education. The sweatshop, galley-slave intellectualism now forced upon American youth by professors is not going to produce cultivated, intelligent citizens. The dry shavings and sawdust crammed into the brains of youth only make them woody blockheads as it were. Professor Hart, or McConn, proposes "men of vast scholarship" to teach college youth. Yet this vastness is the very fault of college teaching today. Vast scholarship cannot teach, will not teach, has no sympathy with youth, often lacks culture, is without taste, and has little use for students or the public. Only personality, sympathy with the restless youth, fine taste, and public spirit will make the college teacher—not vast scholarship, but intellectual enthusiasm and a love for youth.

Mr. Hart mentions the "stuff that made Harvard famous" as having the "cultural purpose." Yet hundreds of the so-called "superkindergartners" are yearly graduated from Harvard; and they are the better citizens for it, and Harvard the better university. Harvard does not segregate them from her poor and studious boys; they study and play together; her best professors gladly teach all together. Nor does one read such educational tosh about Oxford or Cambridge, from which more "rah-rahs" graduate than others. Yet the best scholars and best writers still come from English universities.

If American professors gave as much thought to teaching college students as they do to writing worthless articles and books, they would soon learn that all undergraduates are capable, and are willing to learn. Presidents will not appoint to professorship a man, no matter how excellent a teacher, unless he has a Ph.D., and unless he writes books. Yet our colleges were founded to provide education for the youth of America, not for the profit of the faculties.

H. E. SMITH

Chicago.

TO THE EDITOR: As nearly as I can make out, Mr. Smith has no quarrel with me. He seems to have a quarrel with Mr. McConn, but I believe he has a rather larger quarrel with himself. He has no quarrel with me because he calls in

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

question nothing in that January article for which I was responsible. I shall leave him to determine for himself just what his quarrel with Mr. McConn is.

But he does quarrel with himself. He resents criticism of the college, as expressed by Mr. McConn, and as reported by myself; yet he criticises rather bitterly in his own right. He thinks "all undergraduates are capable, and are willing to learn," yet he feels that the "typical American" rich young men would, if left to themselves, become "a nuisance to American traditions, a menace to democracy." And he seems to hold that all poor boys are "brilliant and studious, self-reliant young men of America," while the rich young men are at best "indifferent," and probably snobbish in their indifference to study. Mr. McConn's book is open to severe criticism. My own review of it is properly subject to even more severe strictures. But—and this I say with some hesitation—Mr. Smith's letter seems to me to be not criticism, but an instance of the sort of response I suggested would greet Mr. McConn's book—an emotional reaction.

JOSEPH K. HART

Madison, Wisconsin.

Apologies to Mr. Gage

TO THE EDITOR: I have just noticed in The Survey of October 1, 1928, in the article, Portals to the Sky, a reproduction of the model of the proposed statue to be erected on Clover Field, and I feel sure that it is an unintentional oversight on the part of the publishers or the writer of the article to have omitted to give the name of the distinguished sculptor whose work this statue represents.

I am taking the liberty, both in fairness to you and in justice to the splendid artist to whom I refer, of calling attention to this fact, although he, when his attention was called to it refused to do anything about it. I feel that you ought to let it be known that this beautiful and appropriate symbol of the flying-field is the work of Merrell Gage, whose studio is at 456 Mesa Road, in Santa Monica, not far from the field in which the statue is to be erected.

It may be of added interest to you to know that besides his work in his own studio, Mr. Gage is one of the best known and most successful teachers of sculpture on the coast, being a professor in the University of Southern California, and having spent several years with Gutzon Borglum, whose work is so widely known. Mr. Gage's heroic figures, such as that seen in this statue, clearly show an affinity between those kindred spirits.

Mr. Gage's well-known study entitled Flight, which was purchased and placed in Topeka, Kansas, was pronounced by the eminent art critic, Lorado Taft, the best portrayal of that subject that he had ever seen.

WILLIAM F. RICE

Chairman Spanish Department,
University of Southern California, Los Angeles

Devil's Island

TO THE EDITOR: Have you read Blair Niles' Condemned to Devil's Island? It is a heartrending picture of what is suffered by those sent to the French penal colony of Guiana, whether to be in the prison itself or in the more devasting situation of being turned loose to shift for themselves in a country without industry, agriculture, or trade. It happened that about the time I was reading the book a letter from a young French journalist, who is now among those wretched *libérés,* came into my hands.

The man is Pierre de Thèze, who as a youth of twenty-two

(*Continued on page* 157)

May the First In Moscow—

The celebrations on May 1st dramatize again the events of 1917, midst renewed outbursts of enthusiasm and a glorious panorama of color and costume.

Tour Sailing from New York

April 16th

S. S. DE GRASSE
of French Line

Members of this tour will visit the Russian theatres and universities at the time of their greatest activity.

Amalgamated Bank
Travel Dept.
11-15 Union Square, New York City
or
Amalgamated Trust & Savings Bank
111 West Jackson Blvd., Chicago, Ill.

(Representing in the U. S. A. the only official Travel Bureau of Moscow

EAST-WEST MAGAZINE

A beautiful, inspiring, illustrated magazine devoted to Oriental subjects. Many famous writers of East and West. Articles on the non-sectarian spiritual message of India, and the three-fold development of man's body, mind and soul. Practical metaphysics and psychology simply presented.

A free sample copy of EAST-WEST will be mailed if 10c is sent to cover postage and handling

"YOGODA"

a 70-page descriptive booklet outlining the system and practical technique for physical development, health, concentration and spiritual growth, taught by Swami Yogananda of India, and endorsed by Amelia Galli-Curci, Luther Burbank, Vladimir Rosing, Clara Clemens Gabrilowitsch, Countess Ilya Tolstoy, Louis E. Van Norman and thousands of other American students.

Send 10c for descriptive booklet "Yogoda"

EAST-WEST, Dept. F
3880 SAN RAFAEL AVE., LOS ANGELES, CALIF.

HOUSES SUPPLYING INSTITUTIONAL TRADE

Dry Goods
FREDERICK LOESER & CO.
484 Fulton Street Brooklyn, N. Y.

Groceries
SEEMAN BROS.
Hudson and North Moore Streets New York

SUBSCRIBE HERE

The Survey—Twice a Month—$5.00 (including the Graphic)
Survey Graphic—Monthly—$3.00

Survey Associates, Inc., 112 East 19th St., New York

Name..... Address.....4-1-29

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

ADMINISTRATOR'S GUIDE

APPEALS BY MAIL

BETTER LETTER SHOP, INC.,
106 East 19th St., New York City.

A dependable and complete service of quality.

Appeal letters and literature written by experts. Multigraphing, Addressing and Mailing. Mimeographing; Hooven Letters; Lists compiled.

Ask Survey Graphic about us

DIRECT-BY-MAIL

HOOVEN LETTERS, INC., 387 Fourth Ave., N. Y. C. Individually typewritten letters. Enormous capacity. Low prices. Complete service. Accounts anywhere handled. Completed letters returned by express for local mailing.

ENGRAVING

GILL ENGRAVING CO., Photo Engravers, 140 Fifth Ave., N. Y. C. Careful, expert, artistic work. Twenty-four hour service. Ask The Survey about us. We do all the engraving for Survey Midmonthly and Survey Graphic.

OFFICE EQUIPMENT

R. ORTHWINE, 344 W. 34th St., N. Y. C. Invincible steel files, letter and cap sizes, with all standard combinations; steel storage cabinets—office furniture, wood and steel, commercial grades and up. Office supplies, marble desk sets, etc. Wholesale and retail, attractive prices—write.

TYPEWRITTEN LETTERS

HOOVEN LETTERS, INC., 387 Fourth Ave., N. Y. C. Individually typewritten letters. Enormous capacity. Low prices. Complete service. We prepare copy and campaigns.

(*Continued from page* 151)

RUSSELL M. BYTHEWOOD, elected secretary, Council of Religious Education, Oklahoma City, Okla., succeeding Harry W. Seaman.

MRS. EDITH SAYLER CANADA, now chapter correspondent, midwestern branch, Red Cross, suceeding Catherine Greenough.

ELIZABETH W. CLARK, formerly with International Migration Service, now first executive secretary, American Society for Cultural Relations with Russia.

ELIZABETH CLARKE, appointed case supervisor in charge of demonstration undertaken by Child Welfare League of America in the Children's Home, Cincinnati.

GAYLORD LEE CLARK, elected president, Family Welfare Association, Baltimore, Md., succeeding W. Ainsworth Parker.

JESSIE CLARK, now disaster relief representative, midwestern branch, Red Cross.

CARRIE DAWSON, Forrest City, appointed Juvenile court officer, St. Francis County, Little Rock, Ark., succeeding Mrs. Norah Fogg.

MARGARET L. DE WITT, formerly with N. Y. Children's Aid Society, now full-time supervisor, Yonkers C.O.S.

MILDRED DONALDSON, formerly with Mother's Assistance Fund, Philadelphia, Pa., now on staff, Berks County Children's Aid Society, Reading, Pa.

RUTH DONCASTER, formerly with Urban League, New York, now with Family Society, Newark, N. J.

DR. W. F. DREWRY, formerly superintendent of the Central State Hospital, Petersburg, appointed director, new Bureau of Mental Hygiene of the Virginia Department of Public Welfare.

ELLA DUFF, now research psychiatrist, Mass. Society for Mental Hygiene, Boston.

CECILE FLYNN, now city nurse, Kaukauna, Wis., succeeding Mattie Hayes.

FRANCES FRANCALANGIA, formerly relief visitor, A.I.C.P., N. Y., now with Y.W.C.A., Trenton, N. J.

ROSALIE GRESHAM, Pine Bluff, Ark., appointed chief probation officer, Jefferson County, Little Rock, Ark., succeeding Grace Strobridge.

SYLVIA HARRIS, formerly with Institute for Crippled and Disabled Men, will be in charge, social service department, Gertrude R. Stein, Inc., Vocational Service Agency, during April and May, while Miss Stein is abroad.

WINIFRED HAUSAN, director, Bureau of Vocational Service, Los Angeles and Pasadena Vocational Bureau, has been relieved of part of detail work of the office to undertake advance work for both bureaus.

VELMA HOFFMAN, formerly Red Cross representative, Georgia, now Red Cross field representative. Pacific branch.

HERBERT HOOVER, of Washington, D. C., elected president, American Red Cross.

RUTH WEAVER HUBBARD, formerly educational director, New Haven Visiting Nurse Assn., appointed director, Visiting Nurse Assn., Philadelphia, Pa., succeeding Katherine Tucker.

JULIA IPCAR, now on staff, Hebrew Sheltering Guardian Society, N. Y. C.

ANDREW G. JOHNSON, formerly superintendent, Berkshire Industrial Farm, appointed superintendent, N. Y. State Agricultural and Industrial School for Boys.

DOROTHY KAHN, formerly with Hebrew Benevolent Cociety, Baltimore, Md., now executive director, Jewish Welfare Society, Philadelphia, Pa.

ROBERT W. KELSO, formerly with Council of Social Agencies, Boston, now director, St. Louis Community Fund and Council, succeeding Elwood Street.

MARY G. LEWIS, now county probation officer, Fremont County, Colo., succeeding Mrs. A. M. Ewell.

SAM A. LEWISOHN, now chairman, Business Men's Council, Jewish Federation, New York City, succeeding Dudley Sicher.

DR. HOMER MORRIS, now director, Public Relations, Reading Hospital, Reading, Pa.

EDNA MOSES, member of research staff, Welfare Council of N. Y., recently married Wray Hurt. She will continue her work.

CHARLOTTE MURRAY, now Red Cross field representative, New Mexico and Texas Panhandle, succeeding Ruby Lanier.

CORA NEAL, now financial secretary, New York League for Hard of Hearing, Inc., New York City.

MRS. HARVEY NEWELL, now executive secretary, Fort Wayne (Ind.), Girl Scouts, succeeding Kathryn Lemly.

DR. ARTHUR P. NOYES, formerly with St. Elizabeth's Hospital, Washington, D. C., appointed superintendent, Rhode Island State Hospital for Mental Diseases, Providence, succeeding the late Dr. Ransom H. Sartwell.

JAMES S. OWEN, now examiner, Division of Probation, N. Y.

RICHARD RANDALL, elected vice-president, Family Welfare Association, Baltimore, Md.

DR. ISAAC D. RAWLINGS, formerly director, Public Health of Illinois, now assistant health commissioner, Chicago, Ill.

DR. W. R. REDDEN, formerly national medical officer, American Red Cross, now associate director, Health Department Service, Cleanliness Institute, New York.

MARY M. RICHARDSON, formerly with Providence District Nursing Assn., appointed director of nurses, Manhattan Maternity and Dispensary.

DR. I. C. RIGGIN, formerly secretary, Heart Council of Greater Cincinnati, appointed executive secretary, American Heart Assn.

ELLA H. RIGNEY, now publicity director, American Society for the Control of Cancer, N. Y. C.

EDMUND B. ROGERS, Denver, Colo., appointed superintendent, Rocky Mountain Natl. Park.

F. C. ROGERS, formerly scout executive, Racine, Wis., appointed scout executive South Bend Council, Boy Scouts of America, succeeding Chief C. H. Barnes, who died.

EDGAR H. RUE, now extension secretary, National Probation Assn.

HARRIET RYAN, appointed children's worker, Bureau for Organized Service, Macon, Ga.

WINIFRED SALISBURY, formerly with Friendly Inn Settlement, Cleveland, now director, Inwood House.

PAULINE SCHWARTZ, now on staff, Hebrew Sheltering Guardian Society, N. Y. C.

MARY B. SCOTT, formerly with Henry Street Settlement, Princeton, N. J., now secretary, district Visiting Nurses Assn., Fall River, Mass.

ELLEN SHARPE R.N., formerly with Children's Service, N. Y. Tuberculosis and Health Assn., appointed secretary, Staten Island Committee, N. Y. Tuberculosis and Health Assn.

HARRY SHELDON, appointed director, Red Cross service, U. S. Veteran's Hospital, Ft. Lyon, Colo., succeeding Gertruder Carper.

MARY M. SLABOLEPSZY, now on staff, Social Social Welfare League, Reading, Pa.

ELIZABETH SLATTERY, formerly with St. Louis Provident Assn., now on staff, Denver Catholic Charities.

F. LESLIE SMITH, formerly of research division, Community Welfare Federation, Los Angeles, now with social-service department, Lane Hospital, San Francisco.

CLARA SOMERVILLE, formerly in charge of studies made by Central Division of the Red Cross and for the National Y.W.C.A., now in charge of department of research under Council of Social Agencies, Washington. D. C.

DR. JOHN D. SPELLMAN, formerly supt. Touro Infirmary and Hospital, New Orleans, La., now supt. Montefiore Hospital, Pittsburgh, Pa.

ADELLA STERRETT, now associate director, Young People's Work, Penn. State Sabbath School Assn., Phila., Pa.

EDITH TALLMAN, appointed special Red Cross field representative, Pacific branch.

IMOGENE TAMPLIN, appointed office secretary, Macon Community Chest, Macon, Ga.

HELEN A. TUFTS, formerly Red Cross worker, South Dakota, now member of staff, Bureau of Vocational Service, Los Angeles.

MYRA VAN NOSTRAND, appointed Red Cross field representative, northern Indiana.

MRS. FELIX M. WARBURG, now president, Y.W. H.A., New York City.

MARY JANE WEAVER appointed executive secretary, Beaver County Community Chest, Pa.

GAYLORD S. WHITE, now acting president, United Neighborhood Houses, New York, succeeding Henry Bruère.

M. IRENE WIGHTWICK, appointed director, Carroll Club, New York City, succeeding Anne Hynes, resigned to marry Joseph E. Murphy, publisher, Minneapolis Tribune.

JULIA P. WILKINSON, now field secretary, American Nurses' Assn.

MRS. SHERMAN WILLIAMS, now chief probation officer and referee, Pulaski County Juvenile Court, Little Rock, Ark., succeeding Mrs. W. P. McDermott.

ENSIGN MABEL WILSON, formerly assistant superintendent, Boston Home and Hospital, now superintendent, Salvation Army Women's Home, Cleveland, Ohio.

MARCIA WITTENBERG, formerly with social service department, Lenox Hill Hospital, New York, now with new social service department, Brownsville-East New York Hospital, New York.

ELEANOR WOOD, now assistant secretary, health division, Welfare Council, St. Louis.

MINNIE WOOD, formerly tuberculosis nurse, Racine Health Dept., now assistant superintendent, Sunny Rest Sanatorium, Racine, Wis.

SAVEL ZIMAND, now chief of staff, Bellevue-Yorkville Health District, New York City.

Resignations and Leaves

MARIAN BEAN, executive secretary, Mass. Childrens Aid Society, Fitchburg, Mass., resigned to marry Foster C. Whidden.

RUTH BEROLZHEIMER, in charge of financial department, Child Welfare League of America, resigned.

DR. ERNEST P. BOAS, superintendent, Montefiore Hospital, New York Citv, retired.

KATHERINE BOWMAN, resigned as financial secretary, Whittier House, Jersey City, N. J.

MARIE A. FOLEY, on leave of absence from New York Dispensary, New York City.

LILLIAN T. HENNESSEY, resigned as director, Red Cross Service, U. S. Veterans Hospital, Northport, L. I.

DORIS HOWARD, resigned as director, Red Cross Service, U. S. Veterans Hospital, Walla Walla, Wash.

ALFRED J. MASTERS, chief probation officer, Monroe County Court, Rochester, N. Y., and first probation officer in N. Y. State, retired February 1, 1929.

SARAH ORAM, resigned from staff, Welfare Federation of Reading and Berks County, Reading, Pa.

ELLA H. PORTER, assistant director, New York State Division of Vital Statistics, and state employe for thirty years, retired.

KATHERINE STONER, resigned from staff, Welfare Federation of Reading and Berks County, Reading, Pa.

OLLIE TINLEY, visitor, Bureau for Organized Service, Macon, Ga., resigned.

Deaths

HALEY FISKE, president, Metropolitan Life Insurance Co.

JOSEPH S. MEDLER, probation officer, Brooklyn Division, Children's Court.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

A New Journal

SOCIAL SCIENCE ABSTRACTS

First Issue March 1

SOCIAL SCIENCE ABSTRACTS is of value to the SOCIAL WORKER, the BUSINESS and PROFESSIONAL MAN or WOMAN, and the GENERAL READER, as well as to the SCHOLAR and RESEARCH WORKER.

It brings each month summaries up to 300 words in length of significant articles in HEALTH and SOCIAL WELFARE, WORLD POLITICS, NATIONALITIES and RACES, CASE WORK with INDIVIDUALS and FAMILIES, SOCIAL WORK with GROUPS, COMMUNITY PLANNING, and SOCIAL LEGISLATION, carefully classified and cross-referenced.

ONE PAGE of *SOCIAL SCIENCE ABSTRACTS* will introduce you to some SIX to TEN ARTICLES, often drawn from as many periodicals. The journal will prove indispensable in keeping abreast of the rapid output of significant articles in SOCIOLOGY, ECONOMICS, HISTORY, POLITICAL SCIENCE, CULTURAL ANTHROPOLOGY, HUMAN GEOGRAPHY, and STATISTICS.

SOME STATISTICS:

SOCIAL SCIENCE ABSTRACTS has at present 1,000 abstractors writing summaries of articles in their particular fields.

120 Consulting Editors advising in their specialties.

A small international group of Advisory Editors.

A central staff of 8 Editors.

It is planned during the first year to publish 15,000 abstracts.

3,000 periodicals in 22 languages are now checked regularly for worth-while articles, and the list is growing steadily.

F. STUART CHAPIN, *Editor-in-Chief*

You Cannot Afford to Miss This Journal

Subscribe Now and Be Assured a Complete Set

BOARD OF DIRECTORS

ISAIAH BOWMAN, *Chairman*
American Geographical Society
DAVIS R. DEWEY
American Economic Association
ELLSWORTH FARIS
American Sociological Society
FREDERIC A. OGG
American Political Science Association
CARLTON J. H. HAYES
American Historical Association
FRANK A. ROSS
American Statistical Association
CLARK WISSLER
American Anthropological Association

Please enter my subscription for one year to *Social Science Abstracts* beginning with the first issue (March, 1929). Subscription rate: $6 in the United States; $6.50 elsewhere.

I enclose $.....

Name .....

Address .....

.....

.....

SOCIAL SCIENCE ABSTRACTS, 611 Fayerweather Hall
Columbia University, New York City. S-M-29

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

DIRECTORY OF SOCIAL AGENCY

AMERICAN BIRTH CONTROL LEAGUE, INC.—Mrs. F. Robertson Jones, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend law adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

AMERICAN FOUNDATION FOR THE BLIND, INC.— 125 East 46th Street, New York. Promotes the creation of new agencies for the blind and assists established organizations to expand their activities. Conducts studies in such fields as education, employment and relief of the blind. Supported by voluntary contribution. M. C. Migel, President; Charles B. Hayes, Director of Information; Robert B. Irwin, Director of Research.

AMERICAN HOME ECONOMICS ASSOCIATION— Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATON— 370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER— Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian, non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

CHILD WELFARE LEAGUE OF AMERICA— C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED— Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the Protestant national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action.

Florence E. Quinlan, Executive Secretary.
Migrant Work, Laura H. Parker, Secretary.
Religious Work for Indian Schools, Helen M. Brickman, Director.
Bureau of Reference for Migrating People, follow-up of New Americans.
Women's interdenominational groups — state, county, and local—are affiliated.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg., New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA— Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd Street, New York City.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

FOUNDATION FOR STUDY OF PROHIBITION AND THE NEGRO—H. J. Mason, Director, Research and Publicity. M. W. Dogan, President; I. Garland Penn, Founder. Wiley College, Marshall, Texas.

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

THE NATIONAL CHILDREN'S HOME AND WELFARE ASSOCIATION is a federation of pioneer state wide children's home finding organizations. Herman Newman, President; John L. Sutton, First Vice-President; Owen J. Lovejoy, Second Vice-President; Dimmitt C. Hutchins, Counsel; C. V. Williams, Secretary-Treasurer, 203 North Wabash Avenue, Chicago.

Let's Murder Mrs. X.

LET all of us workers in every welfare field whet our pens and load our typewriters for the belated laying-low of Mrs. X, Mr. A, Miss B, and those other Alphabeticals who've been dehumanizing pamphlets, letters, bulletins, circulars and annual reports these many years!

Let's sharpen our sense of values, and wade into the gory work of annihilating this tribe of nonentities which has made tons of our pleas and publicity as appealing as an algebraic formula.

Regardless of time, place or circumstance, let's kill off forever these staring initials that stifle the pulling power of even the most gripping stories of human interest.

Let's show the public, which supports our work, that we can at least match the minds which name Pullman cars and freight and passenger trains. If necessary, let's expel from our ranks those who cannot coin suitable substitutes for Mr. G., Mrs. T., and Miss R.

If a majority of us objects to murder, lets seek relief more peaceably.

—Leigh Mitchell Hedges, in Bulletin of Child Welfare League of America.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS— Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp.1914), 70 Fifth Ave., N.Y.C. (tel. Algonquin 9690). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL CONFERENCE OF SOCIAL WORK— Porter R. Lee, president, New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-sixth annual meeting of the Conference will be held in San Francisco, California, from June 26th to July 3rd, 1929. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL CONGRESS OF PARENTS AND TEACHERS—Mrs. S. M. N. Marrs, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 2109 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman; Cecilia Razovsky, Sec'y.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of education, recreation, religious instruction and social service work for rural communities.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

DIRECTORY OF SOCIAL AGENCY

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, Inc.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by memberships and voluntary contributions.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—370 Seventh Avenue, New York, N. Y. Mrs. Anne L. Hansen, President. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

THE NATIONAL TRAINING SCHOOL FOR INSTITUTION EXECUTIVES AND OTHER WORKERS—At the Children's Village, Dobbs-Ferry-on-Hudson, New York. To furnish adequate training to properly qualified people wishing to engage in, or already engaged in, institution work. Provides opportunity for carefully guided study in all phases of institution management and activities. Aims to furnish a trained personnel for child caring Institutions. The first and only school of its kind in the country. For further information address Leon C. Faulkner, Managing Director.

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Eugene L. Opie, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION—Mrs. Ella A. Boole president; Headquarters, 1730 Chicago Avenue, Evanston, Illinois. To secure effective enforcement of the Eighteenth Amendment, to advance the welfare of the American people through the department of Child Welfare, Economics of Prohibition, Social Morality, Scientific Temperance Instruction, Racial Groups, and other allied fields of endeavor. Official publication: "The Union Signal" published at Headquarters.

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; 311 South Ashland Boulevard, Chicago, Ill. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

THE WOMEN'S FOUNDATION FOR HEALTH, Inc.—370 Seventh Ave., New York. Lenna M. Means, M.D., Med. Dir. To create, among the apparently well, an individual and community health consciousness by interpreting the technique of the health examination and a definitely prescribed health building program with Positive Health as the ultimate goal. Official Text: Handbook on Positive Health, $1.50. Courses in Good Body Mechanics adapted to group and individual needs.

WORKER'S EDUCATION BUREAU OF AMERICA—A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

(*Continued from page* 153)

in 1915, refused to take part in the war. After serving seven years in a French prison he was sent, with others, to the colony to serve several years more. Those who are still alive are free to return to France. "But," says de Thèze, "if we can hardly keep body and soul together, how find the means for crossing the ocean? Are we destined, after paying the penalty exacted by military justice, to a slow agony, under a burning tropical sky, without hope of ever quitting this hell on earth?"

This letter from de Thèze came through Mr. Runham Brown, the secretary of the War Resisters' International, who hoped that some people in America might help to make it possible for him to get back to France. It was not easy to verify the story, but finally full corrobration was secured through Monsieur Amiot, lawyer at the Court of Appeals in Paris, who knew the whole case and has even kept in touch with M. de Thèze's mother, who is living in straitened circumstances and cannot help her son.

It does seem as if there were people who would be glad to help such a man get back, not only to his mother, but to his country, where he can use his talents to secure the release from Guiana of some twenty of his comrades who share his plight. At any rate, some of us are banking on it, and the Fellowship of Reconciliation has undertaken to see that Devil's Island has at least one less inmate.

PAUL JONES

383 *Bible House, New York City.*

Children's Institutions

TO THE EDITOR: The criticism by Mr. Hollander [The Survey, March 15] of Dr. Reeder's article in the January Midmonthly Survey leaves the impression that the millennium has been reached in the system of foster home care and that institutions, no matter how progressive and alert, have no place in the scheme of caring for dependent children (at least in the city of Baltimore).

It has always seemed to me that these perennial discussions concerning institutional and foster-home care would get further and possibly become less frequent if we had something more specific to talk about. For example; Do we know how successful or unsuccessful institutional care is? Have any institutions made a survey of their discharged children to find out how they are doing in after life? We have had one or more self-examinations of this sort by child-placing agencies, but I recall none by institutions. In any event, we cannot have too many from both fields of child care. The findings of such surveys would certainly be something upon which to base the effectiveness of the two methods of care.

What child placing needs is not advocates who believe so thoroughly in their system that they see no good in any other and no defects in their own, but it does need advocates who are as willing to acknowledge the limitations of their method as Dr. Reeder has been in reciting the short-comings of institutional care.

GEORGE EHINGER

Elizabeth W. Murphey School, Dover, Delaware.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

CLASSIFIED ADVERTISEMENTS

Rates: Display: 30 cents a line. 14 agate lines to the inch. Want advertisements eight cents per word or initial, including address or box number. Minimum charge, first insertion, $1.50. Cash with orders. Discounts: 5% on three insertions; 10% on six insertions. Address Advertising Department

TEL: ALGONQUIN 7490 **THE SURVEY** 112 EAST 19th STREET NEW YORK CITY

WORKERS WANTED

WANTED: Young woman over thirty, with some executive ability, for Supervisor of playground and neighborhood center. Desirable qualifications: Some experience in social service, interest in progressive educational projects and knowledge of recreation techniques. 6341 SURVEY.

WANTED: EMPLOYMENT SECRETARY for Working Girls Club of 400 members. Experience in Social Case Work and Placement work with Girls required. Good salary to person with adequate training and background. Reply, Huntington Club, Syracuse, N. Y.

DIRECTOR for women's and children's camp in mid-western city. Prefer one with nursing experience and knowledge of Yiddish. Several volunteer counselors also desired. Write full details to Box 6343 SURVEY.

WANTED: Experienced family case worker in mid-western city of 125,000. College graduate with school of social work training preferred. Beginning salary $1,800. 6347 SURVEY.

WANTED: A Social Worker for the Staff of a general Hospital located in the eastern part of United States. Must be college graduate with either two years case work experience or certificate from a school of Social Work. 6249 SURVEY.

WANTED: A Medical Social Worker, interested in the rehabilitation of tuberculous persons and those suffering from heart disease. State age, religion, general education, training and experience. Send photograph. 6331 SURVEY.

WANTED: For the months of July and August, Recreational Director for girls. Applicant must have had training in music and household arts. One month in the country and one month at the shore. Apply, Superintendent Home for Crippled Children, Newington, Conn.

WORKERS WANTED

EXECUTIVE SECRETARY; expected to do some case work; long established family welfare society; medium sized Eastern city. 6309 SURVEY.

WANTED: Man or women under thirty-five with educational and recreational training to plan and supervise club and class activities in New York City settlement with particular reference to senior boys and girls. Must be familiar with play school program and interested in progressive education. Non-resident. 6344 SURVEY.

HOUSEKEEPER for settlement house. Must be experienced. Room and board in return for service. 6328 SURVEY.

WANTED: EXPERIENCED CASE WORKER. Please state experience, age and remuneration desired, giving all information that will describe your qualifications. Jewish Welfare Federation, 555 East Rich Street, Columbus, Ohio

MATRON for congregate institution (fifty children). Write giving education, experience, minimum salary expected, to Hebrew Orphans Home, 780 Washington St., Atlanta, Ga.

WANTED: TRAINED CASE WORKER, for visitor's position in Family Social Work. United Jewish Charities, 493 Ann Street, Hartford, Connecticut. Attention M.E.

WANTED: An Executive for a Health Center in the foreign section of a large city. Person may either have had social work or nursing training or preferbaly a combination of both. Give education, training, age, religion. Send photograph. 6332 SURVEY.

WANTED: Enthusiastic social worker or teacher to extend the circulation of The Survey locally. Liberal commissions. Address THE SURVEY, 112 E. 19th St., New York.

INSTITUTIONAL AND WELFARE SERVICE
Patronage of this Department of
THE WILLIS HAWLEY EXCHANGE
respectfully solicited to supply the needs of Hospitals, Settlements, Clubs, Ministers and Doctors Assistants, Executive Secretaries, Case Workers, Supervisors and Assistants.
Applications and Correspondence to **OLIVE P. HAWLEY, Director**
32 Court St., Brooklyn, N. Y. Phones Triangle 0447-8

The Right Person for Your Staff

Choosing just the right person takes experience and a fine judgment of personalities. We are qualified to do the preliminary selecting for you.

We supply **Social Welfare** and **Religious Organizations** with *executive secretaries, club* and *recreation leaders, psychiatric social workers, public health nurses, church secretaries,* and other personnel.

For **Institutions:** *superintendents* and *assistants, children's supervisors, teachers, nurses, dietitians.* For **Hospitals:** *superintendents, physicians, trained nurses, technicians, occupational therapists, historians,* and *office assistants.*

GERTRUDE D. HOLMES, *Director,* Social Welfare Division
EXECUTIVE SERVICE CORPORATION
WILLIAM D. CAMP, *President*
100 East Forty-second Street, New York, N. Y. Agency Telephone Ashland 6000
Our service to employers is without charge

The Collegiate Service Inc.
Occupational Bureau for College Women
11 East 44th Street
New York City
Social Work Dept. in charge of Pauline R. Strode, Ph.B. University of Chicago and graduate of Chicago School of Civics and Philanthropy

GERTRUDE R. STEIN, Inc.
VOCATIONAL SERVICE AGENCY
18 EAST 41ST STREET, NEW YORK
Lexington 2593
We are interested in placing those who have a professional attitude towards their work. Executive secretaries, stenographers, case workers, hospital social service workers, settlement directors; research, immigration, psychiatric, personnel workers and others.

NEW YORK EXCHANGE for WOMANS WORK
VOCATIONAL BUREAU
(Agency)
541 Madison Avenue Plaza 2330
Offers placement service for secretary stenographers with COLLEGE BACKGROUND and for executives in all types of food work. Applications must be made in person.

GRADUATE NURSES, dietitians, laboratory technicians for excellent hospital positions everywhere. Write for free book now. Aznoe's Central Registry for Nurses, 30 N. Michigan Ave., Chicago, Illinois.

MEN WANTED

MEN interested in advancing in the field of institution and social work are wanted as students in The National Training School for Institution Executives and Other Workers. See classified Ad on Page 159

WORKERS WANTED

LARGE JEWISH settlement in East will have opening this fall for woman to assist director of club and class work. Training and experience essential. 6308 SURVEY.

WANTED: A superintendent, for an orthodox institution for aged, helpless and infirm Jews, housing about 150 inmates. Applicant must be an observer of orthodox Judaism. State age, previous experience, qualifications and give reference. Louis Cohen, Associated Jewish Charities, 205 W. Lombard Street, Baltimore, Md.

WANTED: Superintendent for Girls' Cottage Industrial School, Sweetsburg, Province of Quebec, Canada. School cares for Non-Catholic juvenile delinquents of province. Capacity forty girls. Situated in country town fifty miles from Montreal. Opportuniy for interesting and constructive work. Salary $1800 per annum and maintenance. Apply to Hon. Secretary, Miss Cotton, 1227 Sherbrooke Street W., Montreal, Canada.

Alice Bradley, famous expert, shows *just how* to make home cooking, cake-making, candy-making give big profits. *How to* cater, run profitable TEA ROOMS, Motor Inns, Cafeterias, etc.,—over 51 Ways to Make Money, in your own business or good positions. Write today for illus. booklet, "Cooking for Profit," it's FREE.
American School of Home Economics, 871 E. 58th St., Chicago

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED